

Hopes for the Future

Ken Jarrold CBE

Hopes for the Future

- Topics
- My background in HR - such as it is!
- The world we live in – realism about the present
- Hopes for the Future – the questions I hope you are asking that will bring hope for the future

My background in HR – such as it is

- Jobs before 74 – we did HR
- The introduction of District Personnel Officers in 74
- South Tees in 82 getting a DPO appointed
- Gloucester and the worst appointment I ever made – a DPO!
- Wessex and being the lead RGM for HR
- Not getting the NHS CE role in 94 and the options I was given
- Being DHR for the NHS with no HR qualifications

My background in HR – such as it is

- Local Pay
- The good things
- NMET and MADEL – protecting resources for education and training and the local machinery
- Equalities Unit
- Building an HR community meetings and the newsletter

The world we live in – realism about the present

- We need to think about the world our people are living in and the impact it has on them
- The international situation is the worst it has been for decades
- Our national position is very challenging
- Poverty and the cost of living
- Local Authorities under massive strain
- The Third and Voluntary Sector in great difficulty
- The position of the NHS the worst it has ever been

Hopes for the future – the questions I hope you are asking that will bring hope for the future

- Are you listening to the people you serve?
- Are you telling them the truth?
- Are you doing all you can to combat bullying and discrimination?
- Are you being fair – does what you are doing feel fair to the people you serve?
- Are you providing all the opportunities you can for training and development particularly for lower grade staff?
- Do you value your Support Workers and recognise the crucial contribution they make?

Hopes for the future – the questions that I hope you are asking that will bring hope for the future

- Are you doing your best to build a breathing organisation?
- Do your people have the freedom to speak up?
- Do you value the people who bring you the bad news?
- How would you have reacted to the Consultant who raised issues about Lucy Letby?
- Do you put patients and service users first or do you put the reputation of your organisation or loyalty to colleagues first?

What are your answers?

- If you can answer these questions positively there is hope for the future despite the enormous challenges of the present.
- Thank you for listening