

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 7 JANUARY 2009

REPORT BY HEAD OF PEOPLE AND ORGANISATIONAL SERVICES

7. INVESTORS IN PEOPLE (liP) ACTION PLAN: UPDATE

WARD(S) AFFECTED: None

'D' RECOMMENDATION - to review the Investors in People (liP) Action Plan

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1.0 Purpose/Summary of Report

1.1 To review the liP action plan which addresses areas of improvement following the post recognition liP review completed in April 2008.

2.0 Contribution to the Council's Corporate Objectives

2.1 liP contributes to the corporate objective 'Fit for purpose, services for you'

3.0 Background

3.1 The Council was first recognised as achieving the liP standard in January 2002. The most recent post recognition review was completed in April 2008. The review highlighted a number of strengths, but also some inconsistencies that exist in the way the Council works. The Council retained liP status and an action plan was developed to address those issues.

3.2 An action plan was approved by Human Resources Committee on 16 July 2008.

3.3 A progress review of the achievement of the action plan would take place no later than 10 April 2009 by the liP Assessor.

3.4 It is worth noting that the Council were praised for many areas of good and excellent practice. These include robust corporate planning, top-level commitment to openness and transparency,

excellence through leadership programme, Team Brief and strong team ethos (more detail can be found in the Post recognition review report).

#### 4.0 Report

4.1 The post recognition review identified a number of key development areas, listed below:

- Develop and support middle management capability in line with the cultural changes and restructure
- Corporate goals, aims and priorities to be made relevant to team and individual level
- To ensure the current PDRS is fit for purpose, easy to use and a benefit to managers and staff
- To ensure every member of staff has their performance appraised and objectives for the following business year set
- To develop a learning organisation
- Managers to be able to demonstrate how staff objectives and personal development plans achieve team and organisational objectives
- Learning outcomes are evaluated
- Create a culture of continuous improvement
- Improve consistency of communication
- To provide staff with the skills and knowledge they need to deliver our services and improve performance
- To provide a framework for people development at the Council.

4.2 The liP action plan (attached at Appendix 'A', pages 7.4 - 7.8) addresses areas of development identified, indicating responsibility and deadlines.

4.3 The liP action plan has been updated to reflect the actions that have been achieved. Improvement in the areas identified has been a focus for the HR Service and a considerable improvement and achievement has been recognised across the Council.

#### 5.0 Consultation

5.1 liP action plan has been approved by liP assessor. Consultation with Directors and HOS via DMG and CMT. Consultation with Unison.

6.0 Legal Implications

6.1 None

7.0 Financial Implications

7.1 Training and development costs will be allocated within the Corporate Training budget.

8.0 Human Resource Implications

8.1 As detailed in the liP action plan.

9.0 Risk Management Implications

9.1 Possible loss of liP accreditation is progress review April 2009 is not achieved.

Background Papers

liP post recognition review completed 10 April 2008 by Jeannette Stanley  
liP overview of the Standard framework

Papers attached

liP action plan

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