

EAST HERTS COUNCIL

HUMAN RECOURES COMMITTEE – 15 APRIL 2009

REPORT BY HEAD OF PEOPLE AND ORGANISATIONAL SERVICES

10. INVESTORS IN PEOPLE (liP)

WARD(S) AFFECTED: None

“D” RECOMMENDATION - to review the Investors in People (liP) action plan

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. Post recognition review was completed in April 2008. The review highlighted a number of strengths, but also some inconsistencies that exist within 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 The liP Assessor has confirmed 21 and 23 April 2009 for the progress review, to assess and record the achievements of the action plan.

4.0 Report

4.1 The Assessment Network initially booked the progress review for 2.5

days in April. After discussions with the Assessor, it was agreed that the progress review would take 1.5 days and the Assessor would see 18 people in total.

4.2 The Assessor has provided Human Resources with a list of the core people she would like to meet. She is allowing Human Resources to pick a fair representation of staff across the sections to make the numbers up to 18. The Assessor will be in Hertford on 21 April for a full day and in Bishops Stortford on 23 April for a half day session.

4.3 The staff that the Assessor wishes to see are:

- Anne Freimanis
- Emma Freeman
- George Robertson, Director
- Peter Searle
- A Middle Manager from each Directorate
- Helen Farrell/Lucy Birch
- 1 Employee who has been at East Herts for 1 year
- 8 non-managers to be picked across the Directorates

4.4 The Assessor would like to see the following supporting paperwork before their assessment:

- CPA review (2007/08)
- liP reports to CMT
- HR quarterly performance reports (2008/09)
- PDR completion rates (2008/09)
- Updated liP Action Plan
- Corporate Training Plan 2008/09 and 2009/10
- Training and Development policy
- Professional, Career and Vocational Study policy
- Workforce plan
- Draft People Strategy

4.5 The Assessor will be looking at the areas highlighted as action points in the previous review and will be talking to staff about their experience of the new PDR process.

4.6 The liP action plan has been updated to reflect the actions that have been achieved attached at Appendix A (pages 10.4 – 10.8). Improvement in the areas identified has been a focus for the HR Service and a considerable improvement and achievement has been recognised and recorded across the Council. It is recommended

that any outstanding actions as identified in the action plan are now reported under the HR Quarterly Performance report and are delivered under the HR Service Plan.

5.0 Consultation

5.1 As previously reported the liP action plan has been approved by liP assessor. Consultation has taken place with SMG and Unison who supported the liP action plan.

6.0 Legal Implications

6.1 None

7.0 Financial Implications

7.1 The progress review will cost £1,500 + VAT a negotiated discount from £2,100 + VAT. This will be funded by the HR service 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 if the progress review highlights any areas where progression has not been made.

Background Papers

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

Contact Officer: Emma Freeman – Head of People and Organisational Services

Report Author: Helen Farrell – Human Resources Officer