

EAST HERTS COUNCIL

THE LOCAL JOINT PANEL – 18 JUNE 2008

REPORT BY SECRETARY TO THE EMPLOYER'S SIDE

7(B) INVESTORS IN PEOPLE (IiP) ACTION PLAN

WARD(S) AFFECTED: None

RECOMMENDATION: the IiP action plan be approved and adopted.

1.0 Purpose/Summary of Report

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

2.0 Contribution to the Council's Corporate Objectives

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

3.0 Background

3.1 The Council was first recognised as achieving the IiP standard in January 2005. Post recognition review was completed in April 2008. The review highlighted a number of strengths, but also some inconsistencies that exist within the way our Council works. While we have retained our IiP status, we have been asked to develop an action plan to deal with those issues.

3.2 The Council are required to develop an action plan that addresses the areas in which it does not meet the standard. The action plan should clearly set out what actions will be taken by the Council with specific, measurable, achievable and time-bound milestones identified, to be approved by the assessor and the Regional Recognition Panel (RRP) by 10 July 2008.

3.3 The action plan proposed in this report has been approved by the IiP assessor, Senior Management Group and is subject to approval by CMT on 10 June 2008.

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

3.5 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 addresses the areas of development identified, indicating responsibility and deadlines.

4.3 It is proposed that an update on actions achieved and deadlines met is reported to LJP and HR Committee on a regular basis.

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 None

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 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 post recognition review completed 10 April 2008 by Jeannette Stanley
liP action plan

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