

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 11 JULY 2012

REPORT BY HEAD OF PEOPLE, ICT AND PROPERTY SERVICES

INVESTORS IN PEOPLE REVIEW REPORT

WARD(S) AFFECTED: NONE

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**Purpose/Summary of Report**

- For the Human Resources Committee to receive the Investors in People report and be advised of the report recommendations

**RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:**

**That:**

<b>(A)</b>	<b>the Investors in People report be received</b>
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1.0 Background

1.1 The Council was reviewed by an Investor in People assessor in April 2012 against the Core Investors in People Standard (IIP). The Council was last successfully reviewed in 2009.

2.0 Report

**The Assessment**

2.1 The assessor interviewed 44 members of staff over 4 days. The assessor independently chose a representation of staff from the Council's establishment list, ensuring the staff interviewed covered the spectrum of employment grades, over a range of services.

2.2 The Council was assessed against the Core Investors in People Standard which comprises of 39 evidence requirements.

The requirements are broken down into the following areas:

- Strategic Planning
- Effective Management
- Culture and Communications
- Developing People
- Managing Performance

### **The Assessment Outcome**

2.3 The Council achieved a successful positive assessment and will retain the IIP Standard Award for a further 3 years. The Council met the standard in all 39 evidence requirements.

The full report has been uploaded onto the Staff Intranet and has been submitted as a background paper for this report.

### **Recommendations**

2.4 The IIP report made recommendations for the Council to consider as part of the authorities ongoing development.

Business Area	Recommendation
Strategic Planning	<p>Consider re-assessing consultation arrangements with representative structures; to make sure that constructive relationships exist and they are consulted when developing the council's strategic plans.</p> <p>Consider raising the profile of individual ownership and responsibility higher to ensure the quality of the PDR enables people to 'get the best from' the valuable time set aside by managers.</p>
Effective Management	<p>A key priority is for East Herts to stabilise the top-team.</p> <p>Ensure that the 'Core Brief' is</p>

	<p>accompanied by a verbal brief and allows for two-way discussions.</p> <p>Continue evaluating the quality of PDRs' application for improvements.</p>
Culture and communication	<p>Consider refreshing/revitalising the 'Core Brief'.</p> <p>Managers to commit to regular team meetings.</p>
Developing People	Re-introduce team training plans

## Action Plan

2.5 In May 2012 the Engagement & Partnership Team and HR convened a staff focus group to obtain feedback on the key issues arising from the staff survey and the IIP review.

CMT will review the suggestions put forward by the staff focus group and feedback to HR and the Engagement and Partnerships Team on 27 June 2012.

Once all the feedback has been collected a draft action plan will be devised and presented to CMT for consideration.

The action plan will be finalised for the HR Committee to review in October 2012.

### 3.0 Implications/Consultations

3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

### Background Papers

- Investors in People East Herts Council Report (May 2012)

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