

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 21 OCTOBER 2015

REPORT BY HEAD OF HUMAN RESOURCES AND ORGANISATIONAL
DEVELOPMENT

INVESTORS IN PEOPLE (IIP) SILVER STANDARD ACTION PLAN

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- Members are asked to approve the Investors in People Action Plan that supports the Council achieving the Silver Standard in 2016/17

<u>RECOMMENDATION FOR HUMAN RESOURCES COMMITTEE:</u>
That:
(A) the Investors in People Action Plan be approved

1.0 Background

1.1 The Investors in People (IIP) core standard was obtained by the Council in June 2005 and has been retained every three years. The Council re-evaluation of the IIP Framework was due in April/May 2015.

1.2 The Council was awarded Bronze standard in June 2015, recognising the development and commitment the Council has achieved under the framework and wider in its processes, policies and workforce. The Council was also awarded its 10 Year award in June 2015.

2.0 Report

2.1 The Council is required to undertake an interaction with the IIP Practitioner within 18 months of the assessment date. The scale of the activity may range from a discussion with senior managers

on progress against current people strategies and any challenges the Council may be facing, through to a full assessment.

- 2.2 The Council has the opportunity to build upon the Bronze standard and to be assessed against the Silver standard. Feedback provided in the Assessment document (Please see Essential Reference Paper B) indicates that the Council achieved 91 evidence requirements. To gain Silver the Council is required to demonstrate 115 evidence requirements. The Council therefore has an opportunity to be assessed for the Silver standard within 12 months.
- 2.3 Should the Council decide to be assessed against the Silver evidence requirements within 12 months (June 2016) then the Assessor will assess the Council only on the additional requirements and the 91 evidence requirements gained at Bronze level will be carried forward.
- 2.4 The approximate cost of the assessment would be £3,800 and would be funded from the Corporate Training budget 2016/17.
- 2.5 To support the Council achieving the Silver standard within 12 months an IIP action plan has been developed. Please see Essential Reference Paper 'C' for the Investors in People Action Plan.
- 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 Bronze Assessment report dated June 2015

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