

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 20 APRIL 2016

REPORT BY HEAD OF HUMAN RESOURCES AND
ORGANISATIONAL DEVELOPMENT

INVESTORS IN PEOPLE UPDATE

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

To note the Investors in People action plan that supports the Council achieving the Silver Standard in 2016/17.

RECOMMENDATION FOR HUMAN RESOURCES COMMITTEE:

That:

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| (A) | the revised Investors in People action plan which supports the Council achieving the Silver Standard in 2016/17 be noted. |
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1.0 Background

1.1 The Investors in People (IIP) core standard was obtained by the whole council in June 2005 and has been retained every three years.

1.2 The council was awarded the 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.

1.3 In September 2015 CMT approved the recommendation for the council to be assessed against the IIP Silver standard in 2016/17.

1.4 The council's drive for Silver is established from the Council's continued growth, the transformation since the implementation of

Core Values and the embedding of the Organisational Development Strategy.

2.0 Report

- 2.1 The IIP Silver assessment will take place on 13, 14 and 19 April 2016. The Assessor will be Jeannette Stanley from IIP Central England. It is estimated that 18 – 21 employees will be interviewed over the duration of the assessment process.
- 2.2 Feedback from the Bronze assessment indicated that the Council achieved 91 evidence requirements against the IIP Framework Indicators and we need to evidence a minimum of 14 additional indicators to achieve the Silver standard.
- 2.3 The Bronze report highlighted opportunities for improvement and the revised IIP Action Plan captures the current position regarding those areas. The plan is attached as Essential Reference Paper 'B'.
- 2.4 The Assessor will be focussing on key areas which will include the PDR review, the development of the volunteering policy, the Health and Wellbeing Strategy, the Officer/Councillor relationship, KPI's and the evolution of the staff forum.
- 2.5. The Assessor will also be substantiating the leadership and management capabilities to ensure the managers demonstrate our values and understand our policies.
- 2.6 The Assessor has asked that the following roles/employees are included in the assessment process:
 - The Leader of the Council
 - Chief Executive
 - Head of HR and OD
 - Human Resources Officer (responsible for the PDR Review and Volunteering Policy)
 - A member of the Staff Forum
 - Environmental Health Promotions Officer
 - Unison Branch Secretary
 - Corporate Planning and Performance Manager
 - Scrutiny Officer

We have the autonomy to choose the other officers to partake in the assessment process.

2.7 The initially the Silver assessment was estimated at 4 days but that has now been reduced to three days with an estimated cost of £3,475.00 plus VAT.

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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