

Joint Staff Consultative Committee
22nd June 2011

***PART 1 – PUBLIC DOCUMENT**

AGENDA ITEM No.

TITLE OF REPORT: INVESTORS IN PEOPLE UPDATE

REPORT OF THE CORPORATE HUMAN RESOURCES MANAGER

1.0 SUMMARY

- 1.1 It is planned that NHDC will be re-assessed against the Investors in People standard in September 2011. The purpose of this paper is to update JSCC on the arrangements for this assessment.

2.0 FORWARD PLAN

- 2.1 This report does not contain a recommendation on a key decision and has not been referred to in the Forward Plan.

3.0 BACKGROUND

- 3.1 NHDC was last successfully reaccredited with liP status in June 2008. This was the 4th time that the council had been assessed against the liP standard.

- 3.2 One of the outputs from the last assessment was an updated liP action plan. This outlines activities in response to the areas for development suggested by the liP Assessor. The actions outlined in this plan are led by various officers across the council. The progress of the action plan is regularly reviewed by the HR Development Manager, the Communications Manager and the Performance and Risk Manager. It is also included on the CMT meeting agenda, approximately every 6 months.

- 3.3 The next mandatory assessment against the liP standard was due in June 2011. However following discussions with CMT and the liP Assessment body, it was agreed that this would be postponed until after the organisational restructure was complete.

The maximum period that the assessment can be postponed is 3 months. The next assessment is therefore arranged for the week commencing 12th September 2011.

4.0 ARRANGEMENTS FOR THE NEXT INVESTORS IN PEOPLE ASSESSMENT

- 4.1 Information regarding the council's workforce has been submitted to EMB Excellence Ltd, the liP assessment body for this region. Based on this, they have advised that 3-4 days will be required for the assessment. During this period, the assessor will meet with individuals and small groups of officers and members from across the council.

- 4.2 Previous assessment arrangements have involved a range of briefings to help the council prepare. As the reviews regarding these activities indicated that they were very useful and had value, it is proposed that a similar programme is arranged for this

assessment. A link to a document outlining these arrangements, is at the end of this paper.

5.0 FINANCIAL AND RISK IMPLICATIONS

5.1 The cost of the assessment, based on the estimated number of days, will be £2,600.00 plus expenses and VAT. It is anticipated that all costs will be absorbed by the existing learning and development budgets.

5.2 Although the assessment has been postponed to avoid coinciding with the organisational restructure, the impact of this on morale may be reflected in the interviews with the assessor. However, this should be mitigated by the assessor cross checking all feedback from at least 2 sources.

6.0 HUMAN RESOURCE AND EQUALITIES IMPLICATIONS

6.1 The impact of the assessment is outlined in the previous sections of this report.

6.2 A paper outlining the considerable benefits of value of continuing to seek accreditation against the Investors in People standard was considered by the organisational development group and it was agreed that this should be continued.

7.0 CONSULTATION WITH EXTERNAL ORGANISATIONS AND WARD MEMBERS

None

8.0 RECOMMENDATIONS

8.1 That the Joint Staff Consultative Committee notes the proposed arrangements.

9.0 REASONS FOR RECOMMENDATIONS

9.1 To demonstrate NHDC's continued commitment to the principles of the Investors in People award and the impact this has on our ability to manage and develop people, in line with our priorities.

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