

## **DISCUSSION PAPER ON THE INVESTORS IN PEOPLE AWARD**

### **A Brief History and Review**

#### **What is Investors in People?**

Since 1991 Investors in People has set the standard for better people management. The internationally recognised accreditation is held by 14,000 organisations across the world. The Standard defines what it takes to lead, support and manage people well for sustainable results.

The Investors in People Standard is underpinned by a rigorous assessment methodology and a framework which reflects the workplace needs, essential skills and effective structures required to achieve high performance in any sector.

#### **Benefits to NHDC**

From an organisational perspective there are very clear benefits of accreditation and the evidence shows that the principles of the IIP Standard help us to reduce costs and be more efficient. For example, skilled and motivated people are more productive, perform better and are less likely to leave. This is going to continue to a demanding factor going forward as recruitment and retention in a constrained public sector will present the Council with challenges.

#### **Benefits to Staff**

However, there are also considerable benefits to staff and the underlying philosophy of the standard is that individuals are enabled to realise more of their potential.

Working to the principles of IIP encourages:

- A more positive working environment
- Recognition and development
- Good quality training when required
- Improved job satisfaction
- Better communication

#### **The NHDC History**

NHDC was awarded the standard in June 2000. We were reassessed in 2003, 2006, 2008, 2011 and 2014 and successfully retained the award. Our next full assessment is in 2017 but we have an 18 month interim review for the first time in December of this year. This is fairly 'light touch' and informal but will involve the assessor coming in to discuss progress towards the action plan completed after the last assessment that is regularly updated and reviewed at the Senior Management Team meeting.-

## **The Future**

Our previous assessment was carried out against the version 5 standards based on the plan, do, review model. A sixth generation assessment was launched this year seeking to reflect the changing needs of organisations based on Improving, leading and supporting. We will have the option of having this new assessment at our next review and the Learning and Employee Engagement Manager is investigating advantages to staff and the organisation.

**The next discussion topics** were chosen at the September 2015 meeting and in March 16 it's Austerity in Local Government and a look at Employee Morale and In June 16 its Freedom of Information and Transparency Regulations and its impact on Human Resources.