

JOINT STAFF CONSULTATIVE COMMITTEE

5 APRIL 2017

***PART 1 – PUBLIC DOCUMENT**

AGENDA ITEM No.

8

TITLE OF INFORMATION NOTE : INVESTORS IN PEOPLE (IIP) UPDATE AND REVIEW OF ORGANISATIONAL VALUES

INFORMATION NOTE OF THE LEARNING AND EMPLOYEE ENGAGEMENT MANAGER

1. SUMMARY

- 1.1 This information note is intended to update JSCC on the situation regarding IIP assessment and highlight areas where we can develop the NHDC approach. This is not just to support our IIP accreditation but also to help achieve organisational objectives.

2. STEPS TO DATE

- 2.1 In May 2016 Corporate Board considered the options in relation to IIP and agreed that we should be measured against the new 6th generation standards being introduced in April 2017.
- 2.2 The L and D team have had an initial meeting with the assessor where he explained that the starting point of the process will be a staff questionnaire which is then followed up by other assessor research and interviews. We have arranged for the first formal assessment planning meeting in April 2017 with the assessment process to start in from then
- 2.3 The L and D team have conducted an initial review of the organisation against the new standards to identify potential areas of weakness.
- 2.4 The L and D team have set up a team of people to champion and promote IIP through the organisation in the run up to assessment. This will be a cross department group with a mix of hierarchical levels.

3. INFORMATION TO NOTE

- 3.1 The 9 standards we are assessed against are:

Leading

Leading and inspiring people
Living the organisations values
Empowering and involving people

Supporting

Managing Performance
Recognising and rewarding high performance
Structuring work

Improving

Building capability
Delivering continuous improvement
Creating sustainable success

- 3.2 Given the current financial climate and organisational structure it will be important to demonstrate we are clearly communicating the organisations objectives (standard 1).
- 3.3 In reviewing the standards and our current position 'living the organisations values' (standard 2) highlights that our existing values are not well recognised across the organisation and should be reviewed and re publicised. A proposed set of values is attached at appendix A which more honestly reflect the challenges we face and are more in line with the proposed new competencies.

4. NEXT STEPS

- 4.1 That the organisation is mindful of the need to communicate organisational objectives and engage all staff.
- 4.2 Consideration is given to adopting new more relevant and challenging organisational values.

5. APPENDICES

- 5.1 Appendix A – Proposed organisational values

6. CONTACT OFFICERS

- 6.1 Keith Crampton, Learning and Employee Engagement Manager
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7. BACKGROUND PAPERS

- 7.1 None.