

North East Derbyshire District Council

Cabinet

15 February 2017

Investors in People

Report of Councillor N Barker, Portfolio Holder with Responsibility for Human Resources, Training and Member Development

This report is public

Purpose of the Report

- To ask Cabinet to consider the changes to the Investors in People (IiP) Standard and to agree to withdraw from the IiP process.

1 Report Details

- 1.1 Investors in People is an internationally recognised standard for organisations to measure their performance with regard to business strategy, learning and development, equality strategies, capabilities of managers, recognition and reward, ownership and responsibility, investment and improvement. Underpinning all of these areas is the ability of the organisation to show that top managers, managers and staff are all aware of and feel involved (where appropriate) in these key business areas
- 1.2 North East Derbyshire District Council have committed to achieving the Investors in People standard for a number of years through corporate objectives and work plans with a three yearly external assessment process.
- 1.3 In July 2015, North East Derbyshire District Council was assessed against the Investors in People Standard and accredited with the Silver level of the Extended Framework.
- 1.4 In September 2015 Investors in people launched the Sixth Generation of the Investors in People Standard
- 1.5 The new framework is structured around nine indicators which are organised under three headings: Leading, Supporting and Improving, and also introduces a four stage performance model (developed; established; advanced; high performing) which underpins the nine indicators of the IiP framework.

2 Conclusions and Reasons for Recommendation

2.1 Since achieving the Silver level of the liP Extended Framework, Investors in People have introduced a new Framework with different levels of accreditation: Accredited, Silver, Gold and Platinum. The Council's current Silver Level would be considered similar to the Accredited Level of the new Framework.

2.2 The new Framework has seen the launch of direct industry comparisons against each of the 27 data points within the new Standard, enabling comparison against the global standard for people management.

2.3 There are now four stages of assessment:

Stage 1

Discovery – free online self-assessment and ability to generate our own self-assessment report.

Stage 2

Online Assessment – understand employee's views by asking a larger proportion of employee's to complete a set of forty liP online questions.

Stage 3

Employee interviews and observation – explore the key themes through face to face meetings and observations to identify strengths and areas for improvement.

Stage 4

Accreditation report – award level and benchmark performance.

2.4 The introduction of the new liP Standard will involve a significant amount of work for the Council in terms of understanding the requirements of the new Standard, Service Areas producing, implementing and evidencing the requirements, HR and OD in supporting Service Areas with this work and collating the evidence, as well as time to develop a close working relationship with a new assessor as the previous assessor is not continuing as an liP Assessor.

2.5 Prior to producing this report, a trawl of the region in terms of which Councils were continuing with liP was carried out. Eleven councils responded – ten had already withdrawn or made the decision to withdraw from liP and one was still in the process of considering what position to take. There seems to be a current trend of Councils being unable to commit to the increased demands of the new system.

2.6 NEDDC's current accreditation would continue until the end of the three year period which is towards the end of 2018.

3 Consultation and Equality Impact

3.1 Trade Union representatives have been consulted on the proposal to discontinue and have raised no objections.

4 Alternative Options and Reasons for Rejection

- 4.1 Due to the significant changes to the liP Standard, including an increase in cost, internal strategies and policies will be developed in terms of learning and development, employee engagement and health and well being as well as continuing to learn from and share best practice amongst the region. This would enable the Council to reflect IIP standards without the cost of formal accreditation.

5 Implications

5.1 Finance and Risk Implications

- 5.1.1 If Cabinet choose to continue with external accreditation against the liP Standard, additional training would need to be identified for the internal reviewers to continue to support the assessment. On the basis of previous internal reviewer refresher training, this will likely be in the region of £200 per person. (There are currently two internal reviewers).
- 5.1.2 If the internal reviewers are no longer involved with the liP Assessment, additional costs would be incurred with the external assessment.
- 5.1.3 Copies of the new Framework would need to be purchased at a cost of £20 per copy. (We would need at least two copies).
- 5.1.4 The cost of external accreditation against the Extended Framework in July 2015 was £3,415 including VAT and expenses. This was a reduced rate based on support from the internal reviewer. Without this support, the costs would have been in the region of £6,462.00 including VAT plus expenses.
- 5.1.5 The cost of external accreditation against the new Framework will be approximately £13,250.00 + VAT for a full assessment, or £8,650.00 for a less detailed report without reference to any benchmarking to industry standards.
- 5.1.6 Not continuing with liP would make a saving of £4,000 has been allocated in the budget for assessment purposes, although this budget allocation would need to be increased to meet the cost of assessment against the new standard if Cabinet choose to continue.

5.2 Legal Implications including Data Protection

- 5.2.1 None arising from this report.

5.3 Human Resources Implications

- 5.3.1 If Cabinet choose to continue to be externally assessed against the Investors in People Sixth Generation Standard, there will be a need for continued support of the liP Development Group and training to reflect the new assessment criteria.

6 Recommendations

- 6.1 That Cabinet note the changes to the Investors in People Sixth Generation Standard.

- 6.2 That Cabinet agree to discontinue with liP assessment/accreditation given the increased costs, resource commitment required and the general trend within the region and beyond to discontinue.

7 Decision Information

Is the decision a Key Decision? (A Key Decision is an executive decision which results in income or expenditure to the Council of £50,000 or more or which has a significant impact on two or more District wards)	No
Is the decision subject to Call-In? (Only Key Decisions are subject to Call-In)	No
District Wards Affected	
Links to Corporate Plan priorities or Policy Framework	Transforming our Organisation

8 Document Information

Appendix No	Title
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
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