

North East Derbyshire District Council

Council

19 May 2014

Investors in People - Update

Report No NB/02/14/AG of the Portfolio Member for Human Resources, Training and Member Development

This report is public

Purpose of the Report

- For Council to note the progress and plan for the forthcoming assessment for Bolsover District Council and the future assessments for the Strategic Alliance.

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 The Core Standard for Investors in People measures an organisation against the above areas of business performance. An organisation achieving the standard should meet all 39 indicators from the Core Standard assessment framework.
- 1.3 In recent years Investors in People have offered organisations a further challenge under the extended framework. The extended framework allows organisations to achieve a further level of Bronze, Silver or Gold. The achievement of this additional level requires the organisation to meet further evidence requirements in addition to the 39 associated with the Core Standard.
- 1.4 Bolsover District Council and 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. In July 2011 Bolsover District Council were successful in achieving the 'Silver' level of the extended framework. One of Bolsover District Council's corporate objectives is to retain the Silver level of the extended framework. In September 2012 North East Derbyshire District Council was reassessed as meeting the Standard.

- 1.5 Since the formation of the Strategic Alliance Bolsover and North East Derbyshire District Council have worked closely together, now having some joint services, joint working between services by some employees and also some policies in common.

2 Conclusions and Reasons for Recommendation

- 2.1 It has become apparent whilst undertaking initial planning work for Investors in People that a significant amount of communications, strategies, action plans and other key corporate documents which are produced are done so with both Councils in mind. Clare Ashton and Janice Barltrop, who work in the HR section supporting both Councils and are qualified Internal Reviewers for Investors In People, have had several meetings/conversations and emails with the External Assessors regarding the changes for both Councils as a result of the formation of the Strategic Alliance. The External Assessors have suggested that both Councils may wish to progress to a Joint Strategic Alliance Assessment for Investors in People. Although this would mean one assessment covering both organisations, each Council, subject to the appropriate Standard being met, would have individual recognition as an liP organisation.
- 2.2 There would also be significant efficiencies in terms of staffing, cost of assessment and work levels by producing information and evidence once, for the assessment in July 2015.
- 2.3 It should also be noted that since Bolsover's assessment in July 2011 a significant amount of change has taken place which would make achievement of the Silver level of the extended framework more unlikely to be achieved in July 2014.

3 Consultation and Equality Impact

- 3.1 Leaders of both Councils and the Joint Chief Executive have been consulted on the proposal and agree with the proposal in principle.
- 3.2 The proposal was discussed and agreed at the meeting of Joint Committee on 23 April 2014.
- 3.3 There are no direct equality implications arising from a review of the liP process for assessment. The assessments will ensure that employees from all under represented groups are included in the assessment.

4 Alternative Options and Reasons for Rejection

- 4.1 Each Council could continue to be assessed against the standard on their own. This option has been rejected as each organisation would be working towards the same criteria for the standard and producing the same or similar documents but working to different timescales. This would be inefficient as the teams involved undertake a significant amount of work twice and are unable to streamline the deadlines and action plans, therefore being unable to be involved in supporting other work areas and projects. There is also a risk that if Bolsover District Council were to be assessed against the Silver elements of the extended framework in July 2014 they would not be successful in achieving this. Bolsover only just met the

extended framework for the Silver level of the standard in July 2011. Since the last assessment there has been significant change within both Councils and it is understood that a significant work programme needs to be established and embedded before Bolsover would meet the Silver element of the standard.

5 Implications

- 5.1 If members were to agree to a Joint assessment for Investors in People an assessment would still need to be undertaken for Bolsover District Council in July 2014. As the last assessment was in July 2011 an organisation needs to be assessed every 3 years to maintain accreditation. North East Derbyshire District Council was assessed in September 2012 so a further assessment would be required by September 2015.
- 5.2 By undertaking Bolsover's assessment in July 2014 against the Core Standard only and proposing to delay the Bronze/Silver/Gold assessment against the extended framework for 12 months, until July 2015 this would mean that further assessments could be undertaken to align the work required for Investors in People for both Councils.

6 Finance and Risk Implications

- 6.1 It is understood that an assessment against the core standard for Bolsover District Council in July 2014 and then a subsequent review against the extended framework for both Councils as a Strategic Alliance assessment would represent a cost saving for both Councils. As highlighted earlier in the report the opportunity to streamline processes and evidence would result in savings in terms of staffing and direct costs borne by the assessment process.

7 Legal Implications including Data Protection

- 7.1 There are no direct legal implications or data protection issues associated with this report.

8 Human Resources Implications

- 8.1 The opportunity to undertake one review for the Strategic Alliance for the future would represent Human Resource efficiencies in terms of several teams across the Council, including most significantly the HR and Communications teams. However there will be other efficiencies from general staff being involved in one assessment as opposed to two.

9 Recommendations

- 9.1 That Bolsover District Council and North East Derbyshire District Council are assessed as a Strategic Alliance against the extended framework in July 2015.
- 9.2 That Human Resources staff continue working with the assessors and producing action plans for progress of Investors in People which will be discussed at all relevant groups.

10 Decision Information

Is the decision a Key Decision? (A Key Decision is one 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
District Wards Affected	
Links to Corporate Plan priorities or Policy Framework	High performing Council - Provide good value, high performing services

11 Document Information

Appendix No	Title
NA	NA
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)	
NA	
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