

REPORT TO: Corporate Services Policy and Performance Board
DATE: 7th September 2010
REPORTING OFFICER: Strategic Director Resources
SUBJECT: Investors in People (liP) Award & the Post-Assessment Action Plan
WARDS: Boroughwide

1.0 PURPOSE OF THE REPORT

- 1.1 To report on the outcome of the liP re-assessment and the associated action plan

2.0 RECOMMENDATION: That

- (1) the Board notes the liP Re-Assessment Report
(2) the Board endorses the liP Post-Assessment Action Plan

3.0 SUPPORTING INFORMATION

- 3.1 Halton Borough Council (HBC) first achieved recognition as an investor in people in 1997. As part of the Council's continuing accreditation as an investor in People (liP), there is a requirement for a re-assessment to take place against the liP standard, by an appointed Assessor, every three years.

This re-assessment was carried out over 6 days in May 2010, during which 120 people were interviewed either individually or in small groups, by 2 assessors working as a team. The sample was drawn from each directorate and covered all staff from front line posts to the Chief Executive and Leader of the Council. A copy of the re-assessment report can be seen in Appendix 1.

The Assessors stated that they were satisfied beyond any doubt that HBC continues to meet the requirements of the liP Standard and provides outstanding training opportunities for its staff and elected members. These opportunities are highly valued and are amongst the factors that staff said attracted them to work for the Council.

An action plan has been developed, see Appendix 2, based on the continuous improvement plan contained within the re-assessment report.

4.0 POLICY IMPLICATIONS

The action plan refers to a number of policies and strategies that will need updating in-line with changes following efficiency programme, specifically, the People Strategy and the Accommodation Strategy. This needs to be approached from a collaborative perspective, integrating data and information across the council, including a Training Needs Analysis.

5.0 OTHER IMPLICATIONS

The action plan will need to be reviewed in the light of any changes to the available resources resulting from the second wave of efficiencies and the further budgetary savings. Target dates for the completion of actions will be confirmed at that stage.

6.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES

6.1 Children and Young People in Halton

6.2 Employment, Learning and Skills in Halton

6.3 A Healthy Halton

6.4 A Safer Halton

6.5 Halton's Urban Renewal

Having an effective workforce that is well trained and clear about our objectives is critical to the successful delivery of all of our corporate priorities.

7.0 RISK ANALYSIS

HBC demonstrated that the liP standards have been reached and the liP Post-Assessment Action Plan is to build on current practice. There is a risk to the delivery of the plan as a result of financial pressures (see 5.0 above). The plan will be reviewed if necessary following budget decisions.

8.0 EQUALITY AND DIVERSITY ISSUES

liP principles support equality of opportunity amongst the workforce.