

REPORT OF CHIEF EXECUTIVE

SUBJECT: INVESTORS IN PEOPLE

Purpose of Report

This report asks Members to determine whether the Authority should seek to retain its Investors in People (IIP) accreditation from this year forwards.

Introduction/Background

Formed in 1991, Investors in People was established by the UK Government to help organisations get the best from their people. It is a management framework aimed at continuous improvement; organisations are accredited with the IIP award which is reviewed regularly.

The Pembrokeshire Coast National Park Authority (PCNPA) attained the IIP award in 2003 and has retained it three times at 3-yearly reviews since then. The next review is due later in 2015. A new IIP standard is being introduced, although our 2015 review can continue against the existing standard. The existing standard is based on a plan-do-review structure – the new framework is based on leading-supporting-improving.

The Authority is deemed to be a ‘mature’ award-holder and certainly the last 2 reviews have had less focus on portfolios of evidence and more on looking to see if there are any marginal improvements we can learn from the assessors experience and the interviews carried out. The IIP principles are well-embedded and the Authority generates its own improvement initiatives, such as the recent Service Level Agreement with Pembrokeshire County Council for learning advisor support with particular emphasis on the managers role in planning and evaluation learning and a further management/team leader learning programme scheduled for later this year.

Staff have been asked for their views on whether the Authority should continue to seek accreditation, and there were views expressed for and against. The majority of views suggested that gaining the award initially had brought value to the organisation, but after so many years, there was little more to be gained. There was very little view that this was a valued award to hold, and therefore the money and effort could be usefully spent elsewhere.

An important proviso in any decision to withdraw for the award is that the Authority retains its commitment to the principles and practices that have become embedded and that no practices or resources (for instance training budget) will be withdrawn or reduced as a consequence.

Comparisons

The picture across other authorities is mixed: some have never held the award, some retain it and some have stopped being accredited (often for resource reasons).

Options

The Authority can continue to seek retention of the award, although this is not supported by leadership team and most staff who gave their views or it can withdraw whilst making a commitment to continue within the principles.

Financial considerations

The cost of the review in 2012 was £1,600. There is no longer any subsidised adviser support and therefore the Authority has not sought any support. In the latest cycle, a midway review was introduced which cost £200.

The actual review process requires significant direct input of staff resources: the assessor spends 2 – 3 days interviewing staff and there are liaison and planning meetings.

Risk considerations

There may be some reputational risk to giving up an external accreditation, however, many other organisations do not hold the award.

Compliance

There is no requirement for the Authority to hold the award. The award in itself does not contribute towards corporate objectives – it can be/has been used to signify a certain level of ‘investment’ in developing staff in line with corporate aims, however it is what is done that makes the contribution, not the award.

Human Rights/Equality issues

The award does include indicators aimed at ‘fairness’ for instance in terms of access to training opportunities, however the Authority’s values and practices are in place whether or not we retain the award.

Biodiversity implications/Sustainability appraisal

Not applicable.

Welsh Language statement

Not applicable.

Recommendation

Members are asked to consider and determine whether the Authority should continue to seek Investors in People accreditation from 2015 onwards.

Background Documents

(For further information, please contact June Skilton Personnel Manager)

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Consultees: Leadership team, Staff Representatives Group (which includes Unison)