

Agenda Item

Executive Board

2 December 2009

KJ



Investor in People (IIP) action plan and progress

Summary

Following our successful IIP re-accreditation in February 2009, our assessor developed an action plan for EDDC to ensure that we address our development areas. The attached document is our action plan with an update for Members on how we are progressing against this.

Recommendation

That Executive Board notes progress made against our Investor in People action plan.

a) Reasons for Recommendation

Executive Board is asked to note the progress made against the IIP action plan to ensure that the standard is live and that progress continues.

b) Alternative Options

Not applicable.

c) Risk Considerations

Lack of progress against our action plan would be detrimental to future retention of the standard and our approach of continuous improvement.

d) Policy and Budgetary Considerations

None

1 Main Body of the Report

1.1 In 2008/09 EDDC was successful in gaining the Investor in People new standard.

1.2 The assessor highlighted the following strengths and drew up an action plan which is attached, to address areas where she considered we could build on our good practice.

Strengths include:

- Service planning days
- Core management development programme
- Staff awareness seminars
- Good staff consultation
- High visibility of Chief Executive
- Induction and welcome processes
- ICT training for staff
- Happy Healthy Here Stress Audits

- Experienced Managers' Development Programme
- Performance Excellence Reviews (appraisal)
- One to ones
- Systems thinking
- Managers' commitments
- Mentoring
- Development for Councillors
- Encouraging people to 'act up' into more senior roles
- Good strategies to help managers manage absence

Legal Implications

Systems and behaviours which support and develop councillors, managers and staff will assist in reducing the risk of complaints, grievances and claims against the council, as well as supporting good employment practice.

Financial Implications

There are no financial implications

Background Papers

Continuous Improvement Action Plan

Karen Jenkins
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