

AGENDA ITEM

REPORT TO CABINET

5 OCTOBER 2006

**REPORT OF CORPORATE
MANAGEMENT TEAM**

INFORMATION ITEM

Corporate - Lead Cabinet Member- Cllr Coleman

Investor in People (IIP) Re- accreditation 2006

SUMMARY

Stockton Borough Council is the first local authority in the region to achieve the Investor In People Award, on an organisation wide basis with accreditation under new tougher standards. Stockton is celebrating having retained the Investor in People Award for the third time.

DETAIL

1. The 'Investor in People' tool has long been acknowledged as a business improvement tool, which enables organisations to improve performance in support of business objectives and is a nationally recognised standard of good practice. The external assessment, like many others the Council faces, has been reviewed and is a tougher test than it was previously. The new standard now looks at how the organisation 'develops' strategies to improve its performance, how it 'takes action' to improve performance and how it 'evaluates' the impact of the actions on performance.
2. There are 10 criteria with a heavy emphasis on management capabilities to lead, manage and develop people. Importantly it is no longer assessed via paper-based evidence but relies upon employee interviews, which measures how the standard is actually working on the ground, i.e. the true culture of the organisation.
3. At Stockton a sample of 3.7% of the total staff employed (170) were interviewed from cross service areas and included members, managers and a range of employees. Three external assessors undertook the work over a period of 3 weeks in July / August.
4. Having completed the work the assessors have advised us that the Council has retained the award, which makes it the first local authority in the region to achieve an organisation wide accreditation under the new standards.

5. A commercial and in confidence report has been received from the assessor and a summary of key strengths identified in it are attached at Appendix 1. However of particular note in the report is the comment on culture and commitment which is as follows:

“The culture of the organisation is one of inclusion / innovation and empowerment and in a vast majority of interviews people spoke passionately about their work”.

6. As part of feedback a development plan was provided which will inform direction over the next 3 years and form the basis of an action plan to ensure re accreditation in 3 years and continued good practice within the organisation.
7. Like most assessments there are some areas for improvement, which are identified at Appendix 2 with some proposed actions. Four of the six areas relate to the need to enhance development of the managerial level within the organisation and work had already commenced on this ahead of the assessment being undertaken. The remaining areas will be fed back to the appropriate services in order that action plans can be developed.

FINANCIAL AND LEGAL IMPLICATIONS

N/A

Legal

N/A

RISK ASSESSMENT

N/A

COMMUNITY STRATEGY IMPLICATIONS

N/A

CONSULTATION INCLUDING WARD/COUNCILLORS

N/A

Name of Contact Officer Angie Todd

Post Title Training and Organisational Development Manager

Telephone No. 01642 528401

Email Address: angie.todd@Stockton.gov.uk

Background Papers

Ward(s) and Ward Councillors:

Property