

**ROTHERHAM METROPOLITAN BOROUGH COUNCIL
REPORT TO DEPUTY LEADER MEETING**

1.	Meeting:	Deputy Leader Meeting
2.	Date:	28th May, 2012
3.	Title:	Investors in People (IIP) & Employee Opinion Survey Proposals
4.	Directorate	Resources

5. Summary

To provide details of the new timescale option available for IIP accreditation re-assessment

6. Recommendations

- **To undertake the strategic review process for IIP and delay official re-assessment for up to one year**
- **To undertake the re-assessment for re-accreditation in May/June next year to enable maximum capacity for interview attendance**

7. Proposals and Details

7.1 Background

The Council achieved re-accreditation to gold standard for the last liP re-assessment in August 2009. Under liP regulations this accreditation has to be re-assessed within a three year period meaning our re-assessment is due at the latest in August this year. We were also planning to run the corporate employee opinion survey (last run in 2008) in 2012 and we want to utilise the liP interviews to follow up areas of strength and weakness highlighted by the survey. This resulted in a tight timeframe between running of the Survey (in-house) and the feeding these results into the liP assessment, despite having negotiated an extension for liP re-accreditation until October 2012. There is also some discomfort about the timing of an liP review in the midst of the re-shaping of the Council and how this might be perceived by staff and how useful the findings would be at this time.

7.2 Changes to timescales

We met with our liP managing assessor in early March to prepare the management plan for re-assessment and she informed us that they have now introduced a further option in terms of the timescale. We can now have an additional one year extension until re-assessment (August 2013) but in order to do this we would have to undertake a strategic review to inform us of our current position against the standard. This would involve the production a corporate position statement which would then be assessed by the managing assessor (working with the Council liP co-ordinator) and submitted to an assessment board. The outcome of this interim assessment would not affect our current liP status which would remain in place until official re-assessment next year.

The managing assessor was very aware of the current difficult climate within which we operate and encouraged this delay in assessment, to enable the organisation to fully define its future direction and model and to have the opportunity to develop understanding of this across the workforce and re-build along these lines. An assessment in 2013 would enable this further work to be delivered and then provide valuable information in terms of what the Council has achieved in terms of re-shaping and the involvement, development, understanding, ownership etc. of staff.

It should be noted this extension would not ultimately extend our official accreditation date, so our next review would still run in three years from August 2012, i.e. August 2015.

7.2.1 Advantages of the extension

There are several reasons that would make accepting the extension advantageous:

- The commencement of the Doncaster Shared Service contract in April 2012 has increased the pressure and workload for existing HR staff (many of the internal reviewers for liP are from HR)
- Allows additional time for full analysis of the employee opinion survey to feed into the liP process and follow up in services
- Allows actions to be put in place, and embedded from current employee feedback (Pulse survey) and the employee opinion survey
- Allows budget savings initiatives planned for 2012/13 to be actioned and settled. At a time of massive change the reactions/feedback from the workforce may be negatively skewed
- Allows time to ensure PDRs have been undertaken. Most large reviews will have been completed so all PDRs should have been carried out or planned

- Undertaking liP interviews in summer 2013 would enable some key re-building messages to be tested and shared and allow involvement in the way forward in a more positive environment.

7.2.2 Timescales

Although the delay in re-assessment is for one year we would ideally want to complete this in May/June 2013. As mentioned above this will allow all PDRs to have been completed. It is also close enough to the results of the employee opinion survey being published to discuss in the liP interviews and allows time for follow up actions to be implemented. Finally it is before the summer holiday period so organisation of interviews is more successful as people are generally in work.

7.3 Champion status

In addition to being a Gold organisation, the Council was awarded Champion status in 2010, in recognition of the work we carry out in sharing best practice and being a leader in terms of people management and performance management best practice. For 2012 IDG has introduced a formal requirement of Champion organisations which requires the signing of a Charter and commitment to an action plan, including mentoring activities, open days, guest speaking, campaigns etc. Whilst being a champion also offers the Council some opportunities to learn from others, network etc, the need to support the Council re-shaping and maintain our own standards of practice is seen as a priority. It is, therefore, recommended that the Council discontinue its commitment to the Champions Charter in the current climate.

8. Finance

The only cost for the one year extension and the strategic review process would be for the managing assessor's time (approximately £350). Additional HR officer time would be limited to the production and discussion of the Position Statement, drawn from performance reports and the workforce strategy already produced.

The Employee Opinion Survey 2012 will be managed and run in-house by HR to reduce costs, with any production costs being met from the HR budget.

9. Risks and Uncertainties

There are no apparent risks or uncertainties from adopting the strategic review process and one year extension.

10. Policy and Performance Agenda

The liP agenda supports the Councils' Workforce Strategy and the Way We Do Business themes in particular 'having the right people with the right skills in the right place at the right time'. The liP assessment is an opportunity to have a conversation with the workforce to assess the success of our people management and how well we are managing the re-building of the Council. It is importantly also an opportunity to plug gaps in understanding and to encourage employees to reflect more positively on their work and contribution to the Council.

IDG (the liP managing body) is very proud of the Council's IIP Gold status and recognises the commitment the Council makes to its workforce and how we seek to involve them in how the Council operates.

11. Background Papers and Consultation

Investors in People standard
Managing Assessor – liP

Contact Name: Debby Lamb

Senior HR Officer (Organisational Development)

Ext: 23701

email: debby.lamb@rotherham.gov.uk