

Investors in People Re-Accreditation

Report of the Chief Fire Officer

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1 Purpose of Report

This report provides feedback on the findings of the most recent Investors in People audit, which took place in September 2013.

2 Recommendations

The Human Resources Committee is asked to note the report.

3 Background

The Service's very first Investors in People audit took place in June 2000 with subsequent audits in 2001, 2004, 2007 and 2010. Each of these audits demonstrated that the Service had met all of the Investors in People standards comfortably.

This year the Service has achieved the Investors in People Award against the 39 core evidence requirements and, in addition, has also been awarded accreditation at Bronze level, achieving an additional 35 evidence requirements.

4 The Audit

The objectives of the Investors in People audit are to determine whether an organisation can practically demonstrate that it meets the national standards for improving its performance through its people. This should be demonstrated by developing and implementing strategies to improve the performance of its people and to ensure the evaluation of this investment.

In order to establish this, the auditor interviews a sample of staff, based on the 'population' of the organisation.

5 The Results

Initial feedback was provided on 30 September and the subsequent feedback report has just arrived. Further work will be done to consider the detailed feedback and look at addressing areas identified.

The executive summary from the report is given below for Members' information:

“The organisation clearly seeks to develop and train all employees – despite operating in a challenging financial environment, very significant resources continue to be focused upon ensuring that everyone has the necessary skills and expertise to carry out their roles. Most interviewees have a lot of positive comments to make about the organisation, and acknowledge that it is a good employer.

People state that they are treated equally and fairly throughout the organisation, and appreciate the development that they receive both in terms of their training and also in the assistance that they receive when they need support from the organisation.

Interviewees were able to describe improvements that have been made by the organisation, and recognise that management are continually striving to improve performance. Significant efforts have been made to consult with all employees with regard to the future direction of the organisation, and this is helping people understand the size and nature of the challenges ahead, and is also ensuring that people appreciate the nature of the changes that will be necessary to take the organisation forward.

The organisation has very many strengths which are highlighted throughout this report. There are also some areas for potential development, which are highlighted within the text of the report and summarised within the Continuous Improvement Plan (Appendix 1).

In general, most interviewees remain positive about the organisation, and the ways in which it seeks to manage, develop and support its employees – it is to be commended on the efforts being made to engage people in a significant change programme within a very challenging economic environment.”

6 Financial Implications

The costs of the Investors in People assessment are provided for within the Training and Development budget. There are, therefore, no financial implications arising from this report.

7 Legal Comment

There are no legal implications arising from this report.

8 Initial Impact Assessment

This report details feedback, given by an external assessor, and is brought before the Human Resources Committee for their information. An Initial Impact Assessment is not, therefore, required.

9 Appendices

There are no appendices attached to this report.

10 Background Papers

There are no background papers associated with this report.