



Title: **Investor in People (liP) Outcomes**

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1. Introduction

- 1.1 The Council have been successful in obtaining liP re-accreditation and has retained the liP standard for a further 3 years.
- 1.2 The liP specialist agreed the following objectives in undertaking the assessment:
 - To carry out a Core liP assessment;
 - To identify strengths and any aspects for continuous improvement
- 1.3 During the days on site the specialist interviewed a cross-section of 30 people, which represented a 12% sample of the workforce; this is within liP UK guidelines.
- 1.4 The liP assessment is intended as an organisational continuous improvement tool and the emphasis is therefore firmly on providing feedback and suggestions that will challenge the organisation to make further improvements to the way it manages and develops people.
- 1.5 The content of the liP report reflects this purpose.
- 1.6 The liP specialist in consultation with Management Team and HR, devised a continuous improvement plan for the additional suggestions she raised within the liP report.
- 1.7 The continuous improvement plan details the required action, the person responsible and the deadline date in which the objective is required.
- 1.8 The continuous improvement plan will be reviewed with Management Team, HR and the liP specialist in September 2015.
- 1.9 The liP specialist quoted *“There is a view that the Council is aiming to “do the right thing” for its staff. It is hoped that this report provides a guide to further improvements. Several people also commented that the cuts and restructuring have improved the organisation in the sense that people are more focused on priorities. Others mentioned that things are not “swept under the carpet as much” and that managers are starting to listen more intently and resolve situations”.*

2. Recommendations

- 2.1 That Committee notes the contents contained within the liP report and the continuous improvement plan.

3. Information

- 3.1 The Council has been committed to securing the liP standard since 1996 and has successfully achieved it continuously since.
- 3.2 The main reason for this continuing commitment is not to gain the 'badge' but because it offers a useful check and balance to our people management and staff engagement approaches. Ultimately, we are a people business with our staff being our prime resource and it is critical that our staff are well led and managed with clarity about the Council's purpose and values and their contribution to both.
- 3.3 When preparing for an liP assessment a full staff list was obtained by the specialist who then chose and selected a representative random sample. Representative means that the sample proportionally replicated our staff profile
- 3.4 The interviews were conducted by an external specialist who was responsible for conducting all the interviews.
- 3.1 The liP report and continuous improvement plan are attached to this report and available on the website as Appendix A.

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Background Papers:-

liP report
liP continuous improvement plan

Implications	
Financial (PL)	None
Risk (KG)	CR4 – reputation damage CR8 – organisational/transformational change
Equalities (KG)	A sample representative of staff and Members was selected.
Legal (KG)	To maintain such accreditation, assurances have to be set out in the continuous improvement plan.