

TYNE AND WEAR FIRE AND RESCUE AUTHORITY

Item No 6

HUMAN RESOURCES COMMITTEE 13 OCTOBER 2014

SUBJECT: INVESTORS IN PEOPLE 2014 IMPROVEMENT ACTION PLAN

REPORT OF THE CHIEF FIRE OFFICER

1 PURPOSE OF REPORT

- 1.1 The purpose of this report is to inform Members of the development of the Investors in People (IIP) Improvement Action Plan and update on the performance criteria that the Authority was assessed against during the audit.

2 BACKGROUND

- 2.1 Members will recall that during the Human Resource Committee meeting on 14 July 2014, a paper was presented on the 2014 IIP Audit and that an improvement action plan was to be developed.

3 THE 2014 INVESTORS IN PEOPLE ASSESSMENT

- 3.1 The 2014 IIP assessment was met with Gold accreditation for a second time, however at the meeting further clarity was required around the number of performance criteria that we were assessed against and this is detailed in 3.2 below.
- 3.2 In 2014 TWFRS were assessed against 170 performance criteria and of these 143 were met in full, 23 were met with development and 4 were not met.
- 3.3 The 2014 IIP assessment took place at an extremely challenging time (February 2014); both in terms of national issues around industrial action, as well as local issues related to promotion and recruitment freezes and the latest IRMP, in particular the Fire Cover Response Review.
- 3.4 However, the IIP team recognised “the fabric of the organisation remains intact” and despite these recent events the Authority leads an organisation with a strong and cohesive culture and who continue to demonstrate a commitment to its employees in terms of their personal development.

4 THE 2014 IMPROVEMENT ACTION PLAN

- 4.1 The Improvement Action Plan has been developed prior to being distributed to delegated leads for implementation and subsequent inclusion in relevant Service and Departmental plans.
- 4.2 There were 27 areas for improvement identified during the audit and these have been transposed into specific actions so the Service can remain committed to continuous improvement.

5 LEGISLATIVE IMPLICATIONS

- 5.1 There are no direct legislative requirements in respect of this specific report.

6 FINANCIAL IMPLICATIONS

- 6.1 The assessment and associated costs was met from existing cost headings.

7 EQUALITY AND FAIRNESS IMPLICATIONS

- 7.1 There are no Equality and Fairness implications in respect of this report.

8 HEALTH AND SAFETY IMPLICATIONS

- 8.1 There are no Health and Safety implications in respect of this report.

9 CONCLUSION

- 9.1 Working within the IIP standard assists the Authority in achieving our Strategic Goals. The standard provides a framework for continual monitoring and review enabling us to fully invest in one of our most important resources, our people.
- 9.2 This is a significant achievement which recognises that the Authority continues to have a strong commitment to our staff, whilst simultaneously navigating through significant change under intense budgetary pressure, as well as managing and mitigating the impact of the national pension dispute.

10 RECOMMENDATIONS

- 10.1 Members are recommended to:
- a) Note that the performance criteria numbers have been amended from the previous report;
 - b) Support the development and implementation of the improvement action plan;
 - c) Receive further reports as necessary.

BACKGROUND PAPERS

The under mentioned Background Paper refer to the subject matter of the above report:

- IIP Briefing note
- IIP Report
- IIP SMT Papers
- IIP Improvement Action Plan (available on request)

