

NORTHERN JOINT POLICE BOARD

28 August 2009

Agenda Item	
Report No	

Investors in People

Report by the Chief Constable

SUMMARY

This Report updates the Board on the Investors in People Standard.

Background

Members will recall that in December 2007 the Force was successful in obtaining the Investors in People (IIP) Standard. This award is valid for 3 years and will be reassessed in December 2010. To ensure ongoing development of people policies and practices the Deputy Chief Constable chairs an IIP Project Board, who have responsibility for ongoing monitoring of progress. The most significant piece of work undertaken this year has been the staff survey. This was completed as part of an ongoing commitment to seek staff views and tackle areas of importance to them. The survey was run in-house and was administered on line via Survey Monkey to ensure the confidentiality of responses. Those staff without PC access were provided with a hard copy alternative managed through an external source.

Current Work

Over the last few months the IIP board have been analysing the results and providing staff with updates on progress via the Force Information bulletin. The most significant action to date has been to produce a DVD with a message from the Chief Constable for all staff on the Transfer Policy. This has given everyone the opportunity to hear directly from the Chief Constable why having a transfer policy is so important to Northern Constabulary.

Following on from this an audit has just commenced to review our internal performance review system to ensure it is fit for purpose and that all staff have the opportunity for a face to face review with their immediate line manager 3 times each year.

To assist the Force in determining whether or not it remains on track to retain the standard, a mid-term review has just been completed. This involved an external assessor meeting a random group of staff to assess whether or not the IIP criteria are being applied across Northern Constabulary. This involved interviews with staff in HQ, Inverness, Nairn, Aviemore and Stornoway. I am please to advise the Board that the outcome of this review was very positive and it is the view of the external assessor that Northern Constabulary is on track to retain the standard.

Further work will be progressed through out this year and next to demonstrate our commitment to staff and to retain the IIP standard.

RECOMMENDATION

The Board is invited to note the report on progress against the IIP standard.

I Latimer
Chief Constable
August 2009