

#### **4 PERSONNEL DEPARTMENT - INVESTORS IN PEOPLE (AN436-2005)**

Reference is made to Article II of the minute of meeting of this Committee of 14th February 2002, wherein the Committee noted that the department had been recognised formally as an Investor in People (IiP).

IiP is the National Standard which sets a level of good practice for improving an organisation's performance through its people. The Standard:-

- specifies the principles which tie training and development activity directly to organisational objectives;
- ensures that resources committed to training and development are put to the most effective use;
- provides a clear benchmark of good practice in training and development against which any organisation, large or small, can measure progress towards improved performance.

IiP is about results, not procedures - it is a strategy for the continuous improvement of an organisation and its people.

In accordance with the requirements of the Standard, an organisation is required to submit itself for re-assessment within a specified period. The first re-assessment took place in June 2002. The department's most recent re-assessment by an external assessor took place over a two day period in June of this year and the Assistant Chief Executive (Management) is pleased to advise the Committee that it has been confirmed that the department continues to meet the IiP National Standard.