

AGENDA ITEM No. 9

To: SOCIAL WORK COMMITTEE		Subject: INVESTOR IN PEOPLE
From: JIM DICKIE, DIRECTOR OF SOCIAL WORK		
Date: 20 MAY, 2004	Ref: MMcK/P&I	

1. PURPOSE OF REPORT / INTRODUCTION

1.1. This report advises Committee of the successful application by Social Work to achieve Investor in People accreditation.

2. BACKGROUND

- 2.1. Investor in People is a national quality standard, which sets a level of good practice for improving an organisation's performance through its people.
- 2.2. Since 1991 tens of thousands of UK employers, employing millions of people, become involved with the Standard and know the benefits of being an 'Investor in People'. With the continued growth and up take of the Standard in the UK, international interest has been stimulated and continues to grow.
- 2.3. Social Work signed up to apply for the standard at the end of 2002. Work was undertaken to develop an improvement plan for the Department, and a formal assessment by IIP Scotland against the standard took place in January this year.

3. PROPOSALS/CONSIDERATIONS

3.1. The Assessment of IIP Scotland concluded that:

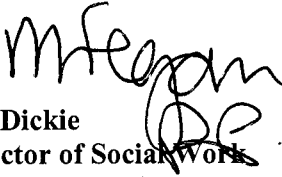
'The department has invested significant resources over the past few years in developing its people – particularly in the areas of Social Workers and its Home Support Team. It has an outstanding record of achievement for its development initiatives. Its numerous recent initiatives have also frequently been used as models of excellence by other organisations/bodies'

4. FINANCIAL / PERSONNEL / LEGAL / POLICY IMPLICATIONS

4.1. There are no financial or legal implications of this report. Work done to support accreditation has been assimilated within the Human Resources Framework for Social Work.

5. RECOMMENDATIONS

- 5.1. Committee is asked to note the contents of this report
- 5.2. Remit report to Policy and Resources (Personnel) Sub Committee for information



Jim Dickie
Director of Social Work
20 APRIL, 2004

*For further information on this report please contact Ronnie Paul, Head of Social Work Resources
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