ABSTRACT
This report informs the Committee of the recognition of the Roads Department as an Investor in People.

1 RECOMMENDATION

1.1 The Committee is asked to note the successful assessment of the Roads Department in meeting the Investors in People standard.

2 DETAILS

2.1 In June 2004 the Roads Department was assessed against the national standard for Investors in People by an independent assessor from Investors in People Scotland.

2.2 The outcome of the assessment, which included a series of staff interviews, was a recommendation to the Recognition Panel that the Roads Department meets the standard required.

2.3 Further to this recommendation the department has now received confirmation of its recognition as an Investor in People.

2.4 This recognition confirms the Roads Department’s commitment to staff development and training as defined in the four principles of the Investors in People Standard:-

(i) Commitment

An Investor in People makes a commitment from the top to develop all employees to achieve its business objectives.

(ii) Planning

An Investor in People regularly reviews the needs and plans the training and development of all employees.

(iii) Action

An Investor in People takes action to train and develop individuals on recruitment and throughout their employment.
(iv) **Evaluation**

An Investor in People evaluates the investment in training and development to assess achievement and improve future effectiveness.

3 **FINANCIAL IMPLICATION**

3.1 The cost of the initial assessment was £2000 with anticipated annual re-assessment costs of £1000 per annum commencing in financial year 2005/06. These ongoing re-assessment costs will be contained within the Roads Revenue Budget for Departmental Administration in future financial years as long as the recognition of Investors in People standard is continued. The initial assessment costs are met from a special corporate budget.

4 **HUMAN RIGHTS IMPLICATIONS**

4.1 There are no human rights implications arising from the proposals in this report.

5 **CONSULTATION**

5.1 The Chief Executive, the Director of Law and Administration and the Director of Finance and the Personnel Services Manager have been consulted in the preparation of this report.

6 **CONCLUSION**

6.1 The Roads Department has successfully achieved Investors in People recognition.

Ronnie McNeil  
DIRECTOR OF ROADS

**NOTE:**

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above Report.

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