

Reflections from a new statutory body

An employment opportunity working in a new statutory body - the Older People's Commission for Wales - one could ask is this an exciting and great place to work? It most certainly is!

I joined the Older People's Commission for Wales in April 2010, when it was just 2 years old, to develop and implement a learning and development strategy and to support the Commission's staff with learning and development opportunities. Whilst I always find working with people a very rewarding experience, this was an excellent opportunity to work closely with staff supporting their learning and development. This was also the perfect role to develop my experience, skills and knowledge within a new statutory body.

My time at the Commission focussed on several key objectives. One particular objective that was very enjoyable and involved all staff within the Commission was the journey towards the Investors in People award.

Our work and contribution towards this award commenced in July 2010 and I developed a series of presentations for staff illustrating the benefits of this award for the Commission and its staff. Having worked with liP in a previous role, my first thought was to ensure all staff understood what liP was all about, and to reflect on the comments and feedback from staff of their own experiences with liP.

Following the presentations, a number of tasks associated with liP were progressed. Whilst this was a learning experience for all, the Commission progressed well through the award requirements.

I maintained regular contact with our liP Advisor to ensure we maximised our knowledge and exposure to the award. Due to our commitment and focus, it wasn't long until we were advised to progress to assessment. As one could imagine, this was a very exciting moment for the Commission. Not only had we commenced this project just a few months before, the Commission was about to undergo a two-day assessment focusing on how we measured up to the liP award standard.

The Commission had an effective two-day assessment with our Assessor, who met with a number of staff to discuss their roles and employment journey within the Commission. Whilst this experience was enjoyable, it also provided valuable feedback on organisational

development within the Commission. This was particularly useful with regard to comments about how we had sought to embed the organisational values across our work.

In times of economic and employment uncertainty it is more important than ever to value our staff, demonstrate commitment to wellbeing and ensure an employee-focused culture. By working for a new statutory body, I had the privilege to fulfil these responsibilities within a young but growing organisation and to learn from my colleagues. The commitment and dedication of staff to ensure the interests of older people in Wales are safeguarded and promoted is evident. The employee-focused culture encourages everyone to work together as a team.

Being part of a growing organisation, helping develop its staff and maximising talent throughout the Commission has been a real honour and if someone was to ask me 'is this an exciting and great place to work?', well, it most certainly is.

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Notes

1. The Older People's Commissioner for Wales was established by the Commissioner for Older People (Wales) Act 2006. Ruth Marks, FCIPD took up post as Commissioner in April 2008.
2. The Commissioner is completely independent of government. She acts as an advocate for older people - promoting their interests and challenging age discrimination. She has the power to review the way that service providers treat older people and can review whether organisations have proper procedures in place for protecting older people, e.g. advocacy, whistleblowing and complaints arrangements. Where she finds failures she can make recommendations for change and improvement.
3. For further information visit www.olderpeoplewales.com.