

PERSONNEL ISSUES – UPDATE REPORT

INTRODUCTION

1. This report provides updates on the Training section's Performance Challenge meeting, the APA's draft "Learning and Development Excellence Guide for Police Authorities" and recent news received regarding Force Annual Learning and Development Business Plans.

TRAINING PERFORMANCE CHALLENGE MEETING

2. The Training and Development section have recently commenced monthly Training Challenge meetings to challenge performance, understand and address reasons for poor performance, promote good performance and to reinforce local accountability.
3. Officers from the Secretariat have supported Training in the establishment of these meetings and are currently considering Police Authority representation at future meetings and how such meetings will be reported back to this Committee.

DRAFT LEARNING AND DEVELOPMENT EXCELLENCE GUIDE FOR POLICE AUTHORITIES

4. The APA has recently drafted a Learning and Development Excellence Guide for Police Authorities. The document is a self assessment framework and is intended to assist authorities in reviewing their governance arrangements for learning and development in police forces.
5. The Guide provides a structured method of assessing the health of the Authority's governance arrangements for the Learning and Development function in the Force. It helps an authority identify strengths on which to build and those areas where improvement may be appropriate. It aims to establish a base position against which an authority can assess priorities for action and measure the effect of any changes made.
6. The document is currently in draft and is being considered by the APA's TRAMLINe (Training Members Liaison Network). Following comments from TRAMLINe members, further consideration will be undertaken by the APA as part of wider work on the review of the police authority assessment framework in order to ensure consistency between the various frameworks. The results of this work will be submitted for the approval of the APA Plenary in due course.

7. In the interim, however, Secretariat officers have made an initial assessment of the Police Authorities governance arrangements for learning and development with the help of the framework. This basic assessment will be fed into ongoing discussions with the Force in their completion of the Learning and Development Excellence Guide for the Police Service at the next Training Performance Challenge meeting.

POLICE FORCE ANNUAL LEARNING AND DEVELOPMENT PLANS

8. Home Office Circular 10/2007 has recently been published, providing guidance on the Learning and Development Business Plan process for 2007/08. Following a review of training business plans which showed the process and format highly resource intensive to maintain, the Circular is intended to streamline the process of producing training business plans, giving a simplified regime for the production of Learning and Development Business Plans for 2007/08.
9. The Circular recommends forces conduct a formal training needs analysis and incorporate the results into the Learning and Development Business Plan which sets out the force's strategic objectives. The format of the plan is not mandated. Forces can use the template and process as set out in Home Office Circular 44/2005 or they can develop their own template.
10. The Plan should be scrutinised and endorsed by Chief Officers and the Police Authority, but there is no longer a requirement to send the Learning and Development Business Plan to the Home Office. The Police Authority is charged with strategic ownership of the plan. Circular 44/2005 states that "The Police Authority's involvement should not come only at the end of the process. It needs to satisfy itself that a robust process has been followed in drawing up the training [now called business] plan". The Force's Learning and Development Business Plan will be submitted to the next meeting of this Committee.

RECOMMENDATIONS

11. It is recommended that Members:
 - (i) discuss any matters arising from this report, and
 - (ii) agree to further updates at the next meeting of this Committee.

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Background Papers: APA Circular 11/2007