

TRAINING AND DEVELOPMENT UPDATE

INTRODUCTION

1. This Report informs Members of the current position with regards to the delivery of training within the Force and the current budget position.

INFORMATION

National Costed Training Plan

2. The Head of Staff Development and Training and Inspector in Training recently attended a conference reviewing the model. The purpose was to allow forces to feedback on usage of the model and possible future development.
3. The general feedback was that the model was complicated and guidance was needed regarding what should be included under "training".
4. The majority of forces wanted to be able to use the model to provide management information and a number of ideas were discussed as to the benefits that could be delivered.
5. The Head of Staff Development & Training Unit will be looking at the National Costed Training Plan for the Training Unit and Operations Branch to ensure all data is captured and submitted but also to review what management information can be reported via the plan as well as using the model for planning and decision making purposes.

Training Budget

6. The Training Budget is £1,365,263 with a spend to date of £464,975.
7. The remaining committed budget is being monitored at the Force Training and Supervision Board and new requests for training are being prioritised against those already in the training plan.
8. The current method of bidding for budget is under review in order to simplify the process and to ensure that the budget monitoring process is used to maximum effect as a management tool.

Training Delivery

9. Training delivery is currently in-line with the plan agreed with the Force Training and Supervision Board.
10. In general the planned training has been delivered and has been supplemented with additional training in line with Force requirements.
 - i. The IT team are continuing to deliver a number of additional custody training courses as well as PNC training courses and Call Handlers courses
 - ii. Driver Training have run an additional 3 Pursuit Management Refresher courses and additional Advance Car and Motorcycle courses.
 - iii. Crime Training are currently up-skilling 3 additional crime trainers to roll out additional delivery of Tier 2 Investigative Interview Training.
11. The format of the training plan is currently under review with a view to providing a more robust management information tool.

RECOMMENDATION

12. It is recommended that Members review the information in this report.

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