

TRAINING AND SUPERVISION BOARD – UPDATE

INTRODUCTION

1. This report aims to update Members on issues discussed at the Force Training & Supervision Board (T&SB) meetings. There have been two meetings of the Board (16 August 2006 and 28 September 2006) since the last meeting of this committee, both attended on behalf of the Chair of this committee by the Performance & Resources Manager.

ISSUES COVERED

2. The meetings follow a standard format including:
 - Performance – training delivered against planned and budget update
 - Developing and maintaining standards across the training function – training improvement plans for Staff Development & Training Unit and Operations Branch
 - Evaluation update
 - Environmental scanning
 - New requests for training
3. In addition, specific issues are covered, including (at recent meetings) PDR Focus Groups and e-learning.
4. The meetings are well attended by a cross-section of staff/officers from the Training and Development function at Force and Divisional level.
5. Taking each of the key headings in turn, the remainder of this report provides a general update on issues.

PERFORMANCE AND TRAINING IMPROVEMENT PLAN

6. The Staff Development & Training Manager (SDTM) provides a regular update on performance against the Training Plan. At the most recent meeting, the SDTM stated they were looking at a more efficient planning process, focusing on how training is planned and the utilisation of current resources.
7. It was made clear that the Force were returning to the HMIC inspection report and looking at the production of a new Plan, the draft of which will be presented to the next T&SB meeting. In addition, Operations Branch will also have a dedicated resource to develop a Plan along similar lines.
8. The T&SB discussed the level of planned courses which had been delivered so far this year (63%) and raised the issue of the low-level of uptake/attendance on

both planned and unplanned courses. The issues of non-attendance and the potential for over-booking need to be considered in more detail.

9. The training budget will be around £92k over by the year-end if all committed training is delivered. However, the focus by the T&SB on budget-reporting and changes to the way divisions/branches receive financial information in the last few months appear to have brought some understanding of the 'reality' around the level of funding available and requests for training via the T&SB look to be reducing.
10. The plan in the future is to eliminate the use of 'Form A' for requests and move towards a process for a central training plan. This was discussed by the SDTM, who provided an example of the proposed future process. This will take into account the National Training Costing Model, HMIC codes (to enable assessment by HMIC) and will focus on the need to ensure future requests are based on the 'Big 5' requirements around Force crime/investigative performance. The new approach will also look at total costs vs. budget cost.

EVALUATION

11. The Force Training Evaluator provided an update on current issues:
 - Intelligence Specialist Courses – evaluation of this local 5-day mandatory course for all intelligence staff was showing positive feedback
 - PCSOs – evaluation taking place at present looking at issues including deployment and supervision (based on recent trainees)
 - PDR Focus Groups – in progress via Intranet and Focus Groups
 - Probationer Training – a regional method of collecting data has now been agreed to ultimately enable national Centrex evaluation. This will feed into the Regional Heads of Training meetings
12. The Force Training Evaluator made it clear that the evaluation reports are generally only sent to the specific Heads involved, but that they are also available on request.

ENVIRONMENTAL SCANNING

13. The issue of environmental scanning in a training context was discussed by the T&SB. This is work-in-progress and options involving a facility provided by Centrex, for example, are being considered.

NEW TRAINING REQUESTS

14. The T&SB discusses 'Form A' requests for training. Due to the current budgetary issues (see earlier in the report), many requests are not granted and proposers are being asked to find funding out of existing budgets or by utilising budgets from specific courses on the training plan which are no longer required.
15. However, recent requests approved include DMS (Duty Management System) training for new employees and Command Centre/Customer Service Crime Centre tutors courses for new operators.

16. In addition, a request made to the T&SB for all Command Centre/Customer Service Crime Centre staff around the way calls are handled was resolved by other means.

OTHER ISSUES DISCUSSED

17. The T&SB has also recently discussed a number of issues, including:
- Process for Impact-Assessment of Practice Directions – course being prepared
 - Streetcraft Initiative – short-listed for a national award
 - Training Department ‘away day’ – looking at provision of service for clients
 - Learning & Development Support Policy – discussion of a draft policy to promote fair and more flexible access to learning for all staff/officers
 - Custody Training – discussed system issues and the need to build a process looking at implications of cancelling courses
 - Driver Training – issues around use of divisional staff to create resources
 - Pegasus – looking at options around D-Division training requirements

RECOMMENDATIONS

18. It is recommended that Members:
- (i) Discuss the issues raised by the report; and
 - (ii) Agree to a further update at the next meeting of the committee.

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Background Papers: Training & Supervision Board – Reports and Minutes