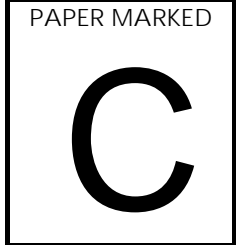


LEICESTERSHIRE POLICE AUTHORITY



Meeting HUMAN RESOURCES COMMITTEE

Date THURSDAY 25 FEBRUARY 2010 – 2PM

Report of DIRECTOR OF HUMAN RESOURCES

Subject LEARNING AND DEVELOPMENT BUSINESS PLAN 2009/10

Purpose of Report

1. The purpose of this report is to update the Police Authority on progress against the achievement of the Learning & Development Business Plan. This includes the costed plan activity report.

Background

2. Members have previously had sight of the 2009/10 L & D Business Plan.
3. The key areas of focus in this quarter continue to be:
 - Community confidence
 - The protection of vulnerable persons
 - Investigation capability
 - Officer and community safety

Headline activity in the reporting period

4. Protecting Vulnerable Persons (PVP) awareness workshops have continued throughout the quarter. A total of 34 workshops have been run over the three quarters, covering 1953 delegates. A further 5 courses have been planned for delivery in the 09/10 year. A Training Needs Analysis for Level 2 training has been carried out and is with the Learning Design Team, planned for delivery later in 2010/11. This will be focused on individual groups of staff and their specific role in Protecting Vulnerable People.
5. The enhanced programme of investigation training has continued through the quarter. IPLDP delegates have now been trained, ensuring a solid foundation for investigation much earlier on in their career, enhancing our delivery of the Confidence Agenda.
6. A new First Aid programme is successfully being rolled out on BCUs, allowing the officers to be trained on their Area rather than travelling to FHQ. This shortens the abstraction time, enabling them to continue as an Area resource once the course has finished.
7. Regional collaboration continues to move forward. Investigation Skills, Public Order and Firearms training have already been delivered regionally, and we are currently exploring the benefits of other specialised training, ie Driver Training.

Training programme monitoring – variance reporting (see Appendix 1)

8. Foundation training - variance mainly due to 6 induction courses not included in the original plan.
- a) Health and safety
In addition to first quarter reporting, unplanned Fire Marshall training has been bespoke designed and delivered, as required under Force procedure.
 - b) Investigation skills
Increased ICIDP induction and interview courses to support drive to improve investigation capability across the Force.
 - c) IT/IS
Planned capacity not taken up by BCUs and departments, thus apparent under delivery.
 - d) Development training
As previously reported, this reflects a number of new initiatives to which the Department has responded, eg, 46 Confidence workshops for BCU, covering 569 officers and staff; 51 Rich Picture briefings (violent extremism initiative) covering 543 officers.
 - e) Special Constabulary training
On plan; Streamlined counting and recording of Specials training now in place, which accounts for both the course and student figures.
 - f) Operations department tactical training
Under delivery reported is the direct effect of losing a trainer, along with operational commitments, and issues around planned student numbers, eg, Dog training. Other areas of delivery are on profile for the year. There are no major areas of concern at this stage.

E-learning

9. E-learning completions remain at a strong level of around 2,500 per quarter. This reflects a mix of mandatory and optional packages produced in Force, primarily delivered through the NCALT managed learning environment.

Satisfaction data

10. Course evaluations continue to deliver high satisfaction rates, averaging 3.7 (out of 4) for the three quarters.
11. User satisfaction figures reported bi-annually are 77%, an increase of 0.7% at the same period in 08/09.

External training budget

12. As reported in a previous quarter, the pressures on the external training budget were alleviated by carry forwards totalling £256k, increasing the budget to £952k. Due to difficulties in obtaining specialist training courses, it is unlikely that all of the carry forward will be spent. The total spend to this period is £840k (87%).

Recommendation

13. Members are asked to note progress against the plan.

Contact Officer

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