

**Devon and Cornwall Police Authority Human Resources Committee  
19 September 2007**

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Report of Director of Human Resources

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## **Best Value Review of Training**

**Recommendation:**

- (i) To note the contents of the update and identify any areas for improvement**

### **Introduction / Summary**

1. This report and appendix provide a progress update on the actions identified as part of the Best Value Review of Training 2005.
2. This update is a standing agenda item for the Police Authority Human Resources Committee
3. There are ten actions, of which six have been completed and four remain ongoing. Information on each action is provided at Appendix A.

### **Background Information**

4. The Best Value Review of Training 2005 was commissioned to ensure that all forces provide effective and efficient training to meet their requirements, within a best value framework.
5. A number of actions on the Devon & Cornwall Constabulary review remain outstanding, specifically where the outcome is dependent on delivery of objectives elsewhere in force. These are detailed below and the Learning and Development Department is actively working with stakeholders in force to achieve these objectives.
6. In point four, the paper on succession planning submitted to the Committee on 9 May 2007 has been incorporated into the consultation on the review of the Learning and Development Function.
7. In point five, the HR function now has a dedicated Communications Officer whose primary function is to improve communication about HR matters within and outside the department as a whole. A meeting took place on 22 August 2007 to take this forward and progress will be reported to the Committee in future updates.
8. In point six the full e-learning business case was accepted by the force Business Change Panel on 3 July 2007 and has been allocated a project manager, who will scope the project in terms of resources, costs and time requirements. Progress on this will be reported to the committee in future updates.
9. In point seven, the Learning and Development Function is working with a force wide group, chaired by the Director of Finance and Resources, to address the Force Integrated Management System (FIMS) business requirements for the HR function. An update will be provided to the Committee as this is progressed.

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