

Devon and Cornwall Police Authority Human Resources Committee
19 September 2007
Open for the purposes of FOI
Report of Director of Human Resources

HR Learning and Development Improvement Plan 2007 - 8

Recommendation:

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

Introduction

1. The purpose of this report is to provide Committee Members with a overview of the Learning and Development Function improvement plan and progress to date.
2. The plan is updated on a bi-monthly basis and further updates are available at the Committee's request.
3. The plan was last updated in July and further updates are being gathered for September.

Background Information

4. The improvement plan accompanies the Annual Learning and Development Business Plan and focuses on achieving specific objectives for the year in hand. These objectives are drawn from the following:
 - The force's objectives and cross cutting priorities for 2007-8
 - The areas for improvement as identified in the 2006 HMIC baseline assessment
 - The objectives in the improvement plan for 2006-7 that were not completed and are assessed as still relevant
 - The corporate and departmental risk registers
 - The HR strategy and annual business plan.
5. The improvement plan was consulted on and agreed by stakeholders across the force.
6. The plan is reviewed monthly at the Learning and Development departmental management team meeting, together with the risk register, in order to assess progress and identify any emerging risks/opportunities.
7. The plan is attached at Appendix A.

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