

**Devon and Cornwall Police Authority Human Resources Committee
21 November 2007**

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Report of Director of Human Resources

Best Value Review of Training: Closing Report

Recommendation:

- (i) To receive the report and identify any areas for further action**
- (ii) That Committee Members agree the closure of the remaining recommendations, noting the ongoing nature of the actions**

Introduction / Summary

1. This report and appendix provide a final update on the actions identified as part of the Best Value Review of Training 2005.
2. This update has been a standing agenda item for the Police Authority Human Resources Committee
3. There are ten actions, of which six have been completed and four are now closed. 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. Although a number of actions on the Devon & Cornwall Constabulary review have remained outstanding, due to the fact that the outcome is dependent on delivery of objectives elsewhere in force, it is recommended that these now be closed. The ongoing work for the completion of these actions has now been incorporated into other, larger portfolios, detailed below.
6. In point four, succession planning now sits within a Human Resources People Programme and, as such, all succession planning activity and reporting will be managed through this.
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. The communication strategy for Learning and Development forms part of the broader Human Resources communication strategy and will continue to be monitored through the Learning and Development departmental risk register.
8. In point six the e-learning project board is due to meet in early November and meeting has been set up with the National Centre for Applied Learning Technologies (NCALT) to develop a service level agreement with them in order to support the development of the force's e-learning infrastructure and programmes. This activity will be monitored through the force Business Change function and also via the Learning and Development risk register.
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. The progress of this work will be monitored through this group, chaired by the Director of Finance and Resources.

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