

## Appendix 7

<b>Project/Item</b>	Reduction in the Training Budget
<b>Date</b>	26 <sup>th</sup> January 2011
<b>Brief Description</b>	<p>The Council recognised the need to invest in training and development to raise the competence and qualification levels of its employees to deliver good quality and efficient services. Over the years a range of training initiatives have been offered relating to: Equalities, Health and Safety, ICT, Customer Care and Management Development, in addition to technical training relating to the use of Chainsaws, the Safe Use of Pesticides, working at Height etc. Performance Reports in relation to organizational development activity are reported to Overview and Scrutiny Committee.</p> <p>The investment has culminated in the Council achieving the Times Best Council Award for Employee Development in 2007 and receiving IIP in 2007 and 2010. In addition, investment in training and development was also recognized as a significant strength for the Council in its Equality Framework Assessment.</p> <p>As the Council has moved towards being a “Good Council” who develops its people, it has explored more efficient methods of training and since 2005/2006, the training budget has been reviewed and reduced on an annual basis. On average employees receive 3.3 days of training per year per full time equivalent. These efficiency initiatives include the introduction of e-learning, delivering development activities in partnership with other Local Authorities, and accessing external funding for the delivery of training activities. In addition, in many cases the Council has become an exemplar of good practice and many initiatives are delivered in house by Council employees.</p> <p>The training budget also funds member development initiatives to support Members in their role. The training needs of Members vary from year to year depending on the number of new Members. Some training and development initiatives are more expensive and have to be delivered by an external provider, for example licensing training. However, it is also felt that many development opportunities can be delivered in a more efficient way either in house or with partner authorities.</p> <p>It is proposed therefore to reduce the training budget from £72,220 to £58,000.</p>

<b>Recommendation</b>	It is proposed therefore to reduce the training budget from £72,220 to £58,000.
<b>Identify Risk</b>	Health and Safety and Technical training requests will need to be prioritised to mitigate the risk of employees being inadequately trained.