

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 29 NOVEMBER 2017

REPORT BY SECRETARY TO THE EMPLOYER’S SIDE

TRAINING AND DEVELOPMENT POLICY

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- Members are invited to approve the revised Training and Development policy

RECOMMENDATIONS FOR LOCAL JOINT PANEL:

Human Resources Committee be advised that:

(A)	Local Joint Panel supports the revised Training and Development Policy and recommends this for approval
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1.0 Background

1.1 The Training and Development policy was last reviewed in October 2015. The council’s programme of policy review is after three years or sooner in line with legislation and best practice.

1.2 The current suite of policies, are being reviewed by HR to reflect the following goals:

- Modernise them
- Clear guidance for managers and employees
- Combine policies where they use the same processes
- Clarity on responsibilities
- Create e-forms
- Review benefits attached to policies

2.0 Report

2.1 The key changes to the policy are:

- Professional Training policy has been combined and duplication removed.
- The financial support for professional development has been changed to dual funding between the council and employee up to 50% to enable more employees to benefit from the development opportunity.

2.2 The revised Training and Development policy can be found at **Essential Reference Paper 'B'**.

3.0 Implications/Consultations

3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

Background Papers

None

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