



Chester-le-Street
District Council

REPORT TO: Executive

DATE OF MEETING: 4th August 2008

REPORT OF: Director of Corporate Services

SUBJECT: Corporate Training and Development Plan

ITEM NUMBER:

1 Purpose and Summary

- 1.1 The purpose of this report is to seek the Executive agreement to the Corporate Training and Development Plan
- 1.2 Following the Audit Commission Comprehensive Performance Assessment (CPA) rating of 'poor' in 2003 a new Chief Executive and a new Corporate Management Team was appointed in early 2005. This included the appointment of a Head of Organisational Development. The council agreed an Improvement and Recovery Plan which was subsequently reviewed based on sound organisational development improvement principles. This included establishment of tools and techniques such as Action Learning Sets and Continual Process Improvement. The council's Organisational Development Programme has been fundamental its development as an organisation. A Corporate Plan was produced which established new seven priorities. This gave the council clear ambition and focus to move forward. Members worked closely with Corporate Management Team (CMT) and strongly supported the training and development of staff and Members. As a result of the success of the initiatives which staff were involved in the outcomes were:
- The council improved its CPA rating from 'poor' to 'good' within three years, the first council ever to do so;
 - Through commitment to Members development the council was the first district to achieve the Members Charter in Autumn 2006;
 - The council achieved Investors in People (IIP) Standard in September 2007
- 1.3 The council is now engaged in local government re-organisation and will cease to exist as an organisation in its own right on 31st March 2009. It has reviewed its Corporate Plan and produced a Transition Plan to guide

business through the next year. It has focussed on one priority know as '**People and Place**'. In its last year the council has given a commitment to support all staff with the transition to the new authority. The council must also ensure 'business as usual' over its final year as it still needs to prove that it is an improving council. It is important to have a robust and deliverable Training and Development Plan to support its progress in the last year. The proposed plan is set out in Appendix 1.

- 1.3 Members are recommended approve the Training and Development Plan set out in Appendix 1.

2. Consultation

- 2.1 Service Team managers have been engaged in development of the training and development Plan which has been agreed by Corporate Management Team.

- 2.2 No other consultations were considered necessary at this stage including external consultations or engagement.

3. Transition Plan and People and Place Priority

- 3.1 The Transition Plan, will, in effect, replace the Corporate Plan 2007/2010. The Transition Plan includes a schedule of proposals from the previous seven priorities which ought to be and can be achieved in the remaining life of the council.

- 3.2 The council's choice to move towards a single priority of '**People and Place**' priority was considered as part of the budget setting process.

- 3.3 Training and Development supports the achivievement of the Tranistion Plan and '**People and Place**' priority.

4. Implications

4.1 Financial implications and value for money statement

The Training and Development Plan and the programme set out within it will be achieved within existing budgets, the budget and costs are set out within the Plan. It is considered that the Plan is a pragmatic approach to delivering training in the final year of the council and will achieve value for money.

4.2 Local Government Reorganisation Implications

There are no direct implications of the recommendations of this report to Local Government Reorganisation. No consent of the County Council is required.

4.3 Legal

There are considered to be no direct legal issues of significance arising out of this report.

4.4 Personnel

While there are no specific human resource implications to this report. The Plan, however addresses training needs across the organisation.

4.5 Other Services

The corporate training and development relates to all Services within the Council and has implications for improvement in Service Delivery.

4.6 Diversity

There are considered to be no specific Equality issues in respect of this report.

4.7 Risk

There are clear risks to the organisation in failing to provide the skills necessary for employees to deliver services. It is considered that the implementation of the plan will minimise this risk.

4.8 Crime and Disorder

It is not felt there are any specific implications of the report on Crime and Disorder.

4.9 Data Quality

Every care has been taken in the development of this report to ensure that the information and data used in its preparation and the appendices attached are accurate, valid, reliable, timely, relevant and complete. The council's Data Quality Policy has been complied with in producing this report.

4.10 Other Implications

The report does not relate to a key decision. It is considered that the information can be communicated to employees by inclusion on the intranet. the work of the Modernisation team was a key area of performance reported. The report raises no key issues in respect of procurement, service planning, sustainability, human rights or social inclusion.

5. BACKGROUND, POSITION STATEMENT AND OPTION APPRAISAL

- 5.1 Following the Audit Commission Comprehensive Performance Assessment (CPA) rating of 'poor' in 2003 a new Chief Executive and a new Corporate Management Team was appointed in early 2005. This included the appointment of a Head of Organisational Development. The council agreed an Improvement and Recovery Plan which was subsequently reviewed based on sound organisational development improvement principles. This included establishment of tools and techniques such as Action Learning Sets and Continual Process Improvement. The council's Organisational Development Programme has been fundamental its development as an organisation. A Corporate Plan was produced which established new seven priorities. This gave the council clear ambition and focus to move forward. Members worked closely with Corporate Management Team (CMT) and strongly supported the training and development of staff and Members. As a result of the success of the initiatives which staff were involved in the outcomes were:
- The council improved its CPA rating from 'poor' to 'good' within three years, the first council ever to do so;
 - Through commitment to Members development the council was the first district to achieve the Members Charter in Autumn 2006;
 - The council achieved Investors in People (IiP) Standard in September 2007
- 5.2 The council is now engaged in local government re-organisation and will cease to exist as an organisation in its own right on 31st March 2009. It has reviewed its Corporate Plan and produced a Transition Plan to guide business through the next year. It has focussed on one priority know as '**People and Place**'. In its last year the council has given a commitment to support all staff with the transition to the new authority. The council must also ensure 'business as usual' over its final year as it still needs to prove that it is an improving council. It is important to have a robust and deliverable Training and Development Plan to support its progress in the last year. The proposed plan is set out in Appendix 1.
- 5.3 The Council, through its Improvement and Recovery Plan, gave a commitment to achieving Investors in People (IiP) and finally received accreditation in October 2007. Investors in People recognises good practice in people management and development and links into continuous business improvement. The assessor confirmed that the Council exceeded best practice, particularly through innovative strategies and initiatives which have been ongoing, including the OD programmes, Action Learning Sets and CPI. Although Investors in People status was achieved late in the lifetime of this Council, the commitment to the principles of the IiP standard remains.
- 5.4 The Training Development Plan which forms Appendix 1 is the result of a process linked to Workforce Development Planning. The programme within the Plan has been based on ensuring a balance is struck between the needs

of employees and services and the ability to address needs through a limited budget. The Plan clearly sets out where the budget is to be spend in delivering the Plan.

6. **RECOMMENDATIONS**

6.1 Members are recommended approve the Training and Development Plan set out in Appendix 1.

7. **BACKGROUND PAPERS / DOCUMENTS REFERRED**

7.1 Corporate Training and Development Plan

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21st July 2008
Version 1.0

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