

## **MERTHYR TYDFIL COUNTY BOROUGH COUNCIL**

<b>DATE WRITTEN</b>	23 <sup>rd</sup> October 2006
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<b>HEAD OF SERVICE</b>	Tracey Thomas
<b>COMMITTEE</b>	Cabinet
<b>COMMITTEE DATE</b>	15 <sup>th</sup> November 2006

**TO: *Chairman, Ladies and Gentlemen***

### **Corporate Training Plan**

#### **PURPOSE OF REPORT:**

To gain Cabinet agreement to the development of a Corporate Training and Development Plan and seek approval for the joint approach proposed by the Corporate Centre and Integrated Adult Services.

#### **1.0 INTRODUCTION AND BACKGROUND**

- 1.1 The Human Resources and Development Service within the Corporate Centre and Training and Development within Integrated Adult Services are committed to seeking excellence in people management, which adds value to the service we provide to our customers by helping the Council manage and develop employees more effectively. The aim of this initiative is to support the development of a workforce capable of delivering the Council's vision and the strategic aims for 2010 and beyond.

The Council's biggest asset is its people and the development of the Council's workforce is paramount in improving the quality and effectiveness of the delivery of services. The Council's workforce must be effective and productive; a workplace capable of recruiting, retaining and motivating employees. The shape, structure and responsibilities of the Council and its workforce are constantly changing, challenging our ability to recruit and retain employees. Changes in service delivery require new skills, underpinned by investment in learning, training and development. A challenge for the Council is in continuing to develop the capacity of the workforce to deliver further improvements.

The Human Resources strategy adopted by the Council in 2005 outlined that serious consideration needed to be given to the level of investment the Council makes in training and development.

## **2.0 PROPOSED CHANGES**

2.1 It is proposed that two directorates, the Corporate Centre and Integrated Adult Services work on a Corporate Training Plan in partnership to maximise resources, share expertise and link corporate training to the Skills Agenda of Merthyr Tydfil.

The Corporate Training Plan will coordinate training and development opportunities to meet both the needs of employees and Councillors, and the objectives of the Council in delivering excellent services. This will aid in sustaining an organisation capable of achieving the Authority's current and future objectives and within which people are supported to develop and thrive.

By implementing a Corporate Training Plan, Merthyr Tydfil County Borough Council will be able to:

- Ensure employees and councillors have the appropriate knowledge and skills to be a productive member of the team.
- Improve retention of employees as they are motivated and developed.
- Increase effectiveness of employees in relation to their roles.
- Increase efficiency of budgets spent on learning, training and development for employees and councillors.
- Ensure areas of development identified in individual Personal Performance and Development Plans are acted upon.
- Increase the skills base of Council employees.

## **FINANCIAL IMPLICATIONS**

There are no financial implications for the development of the plan itself, although there may be implications relating to the delivery of the plan that will be subject to further reports to Council. The plan will be instrumental however in setting the strategic direction for training budgets across the Council in 2007/2008.

## **RECOMMENDATION(S)**

That Cabinet agrees to the joint approach and the development of a Corporate Training plan.

**JILL SHUKER**  
**DIRECTOR OF CORPORATE CENTRE**

**GIOVANNI ISINGRINI**  
**DIRECTOR OF INTEGRATED ADULT SERVICES**

**INTERNAL REPORT CONSULTATION:**

The following officers have been consulted in respect of the proposals and recommendations set out in this report.

Chief Executive	Deputy Chief Executive / Director of Customer Corporate Services	Director of Integrated Children's Services		Director of Customer Community Services	Chief Officer, Finance, Audit and Risk Management
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**BACKGROUND PAPERS:**

<b>Title of Document(s)</b>	<b>Document(s) Date</b>	<b>Document Location</b>
None		