Report of the Chief Executive

LEARNING AND DEVELOPMENT POLICY

1. Purpose of report

   To consider amendments to the Learning and Development Policy.

2. Detail

   The Council's Learning and Development Policy had a wholesale review in February 2019. Following the wholesale review, a number of minor amendments are proposed.

   The amendments proposed relate solely to the recovery of course fees from employees leaving the Council. Presently, the Council funds training for vocational courses leading to a relevant qualification required for a job role. Where the employee leaves to join other local government employers within two years of the course completion, there is no requirement for the employee to repay the money.

   Since the 16/17 financial year, there have been three employees undertaking a total of four courses who have left the Council's employment and not been required to repay the course fees due to transferring to Local Government. These employees have all come from the Finance Services Department, where there has been a skills shortage, high turnover and positions increasingly difficult to recruit to. Had the employees been required to repay the training fees, there may have been an increased incentive to remain at the Council. The total loss to the Council has been £8,460.83 which equates to almost 14.58% of the Council's annual training budget.

   In an effort to retain employees, skills developed via formal training courses and to ensure that the Council's Training budget is utilised to its full potential, it is proposed that employees moving to any employer within two years of completing their course will be required to repay their course fees.

   Proposed changes have also been reflected in the LD2 Vocational Training Application form that employees are required to complete and sign.

Recommendation

The Local Joint Consultative Committee is asked to RECOMMEND to the Personnel Committee that the amendments to the Learning and Development Policy be approved.

Background papers
Nil