



To: North Strathclyde Community Justice Authority

On: 11th December 2015

Report by: Chief Officer

Heading: Training and Development Officer

1. Summary

- 1.1** For the past 5 years North Strathclyde Community Justice Authority has had an arrangement with the previous Training and Development Officer (TDO) post holder to provide this service on a part time basis. We pay her to provide 10 days training per month and she delivers most of the training as part of a national pool of trainers from the other CJAs. The main part of the service she delivers is providing training on core assessment / delivery skills to Criminal Justice Social Workers across all parts of Scotland.
- 1.2** Due to TDO staff turnover during the 5 year period and the demands to deliver the core national training, she has accumulated a significant number of additional unpaid days which has now reached a total of 59 full days. Although this has been reduced slightly over the past year we will not be able to make much more impact on bringing it down further and given the CJA will be disestablished in 2016/17 we could use this years training budget underspend to buy back the days and clear the liability.
- 1.3** NSCJA receives £60,000 per annum to provide Training and Development services and the arrangements we have only draws approx £30,000 from this budget. Other expenditure which includes local training, booking facilities etc is also drawn down but each year we have a small surplus of £20,000 which is usually distributed around partner authorities. It is proposed that we use this money to purchase back the excess days, the cost of which will be £10,964. This has been calculated at 59 days a daily rate of £185.
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2. Recommendations

2.1 The Authority is asked to:

- (a) Note the content of this report.
- (b) Approve the above proposal to pay the TDO for the extra 59 days she has worked since 2011.

3. Background

3.1 The Training and Development Officer Posts were created to deliver national training on a variety of subjects within each CJA area in Scotland. Members have received reports previously from the Training and Development Officer about the training programme from Criminal Justice Social Work which over the past year has include volume training for all Criminal Justice Social Work staff on CPOs, CS-CMI, Moving Forward Making Changes and National Objectives and Standards. In that period staff have also undertaken specialist training in the new Social Work report and some of the programmes which are delivered across the CJA. All CJAs receive a fixed sum of £60,000 per annum to provide these services.

Implications of the Report

Equality & Human Rights

The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Authorities website.

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