



Liss Parish Council Training Policy

1. Statement of Intent

- 1.1. Liss Parish Council ("LPC") is committed to ensuring its staff and Councillors are trained to the highest standard and kept up to date with all new legislation. To support this, funds are allocated to a training budget each year to enable staff to be given the training necessary for their role and Councillors to attend training and conferences relevant to their office.
- 1.2. LPC employs full-time, part-time and casual grounds maintenance staff as required. Its training needs will therefore cover many different areas and impose additional training responsibilities on the council in managing the health, safety and welfare of its staff.
- 1.3. The Staff Matters Committee will be responsible for monitoring and meeting the training needs of staff and managing the budget. Staff training will be identified by the Clerk through the annual appraisal process and the cost and training provider investigated. A training schedule will then be prepared and submitted to the Staff Matters Committee for approval to ensure the training is relevant and fit for purpose before presentation to the Finance Committee for inclusion in the budget.
- 1.4. Training requirements for councillors will usually be identified by the Chair and Clerk and opportunities to attend courses will be investigated by the Clerk and brought to the attention of the full council.
- 1.5. Staff may require specialised training in their respective fields (see Appendix A). Necessary training will be identified and either be carried out in-house or by specialist training centres as is appropriate. Staff may be required to attend these courses which will normally be undertaken in working hours. Any additional expenses will be met by LPC.
- 1.6. All new staff will be given training in health and safety and fire safety to ensure that they can undertake their jobs safely. Any immediate additional training needs will be identified and authorised.
- 1.7. Should staff require or request additional specialist training LPC may require the staff member to sign an agreement to pay back part or all of the training costs should they voluntarily leave LPC's employment within a year of completing the training.
- 1.8. The principles of the National Training Strategy for Town and Parish Councils is recognised as an excellent strategy for both administrative staff and councillors. All new members of administrative staff will be expected to undertake an appropriate induction course and senior officers will be expected to go on to take the Certificate in Local Council Administration (CiLCA) and Local Policy Certificates.
- 1.9. LPC will pay the annual subscription to the Society of Local Council Clerks (SLCC) and Hampshire Association of Local Councils (HALC) to enable staff and councillors to take advantage of their training courses and conferences.
- 1.10. The Clerk & Assistant Clerk will be expected to attend all relevant training days whenever possible and other members of staff and councillors will be expected to attend training days which are relevant to their office.

2. Councillor Training

- 2.1. New councillors will have an induction meeting with the Clerk and will be provided with an information pack containing appropriate documents (see Appendix B).
- 2.2. It is recognised that it may be difficult for some councillors to attend training during the daytime because of their work commitments. Councillors will, however, still be encouraged to attend training provided by its partner authorities and HALC and attend conferences whenever possible.
- 2.3. All training undertaken will be evaluated by the Staff Matters Committee to gauge its relevance, content and appropriateness. All training presentation papers will be retained and Councillors are encouraged to share their learning with other Councillors.

3. Reviews

- 3.1. This policy will be reviewed three years from the date of adoption by LPC.

*Adopted by Liss Parish Council on 8th December 2021.
To be reviewed in 2024.*

Appendix A.

Staff Training

1. Need for Training

- 1.1. Typical aspects which might benefit from training are:
 - 1.1.1. Changes in legislation
 - 1.1.2. New and revised qualifications for relevant officers
 - 1.1.3. Accident/injury/near miss events
 - 1.1.4. Professional errors or omissions
 - 1.1.5. Introduction of new equipment
 - 1.1.6. New processes or working methods
- 1.2. All paid staff should receive training applicable to their specific role.
- 1.3. Contractors and self-employed should provide evidence of their qualifications to undertake work for which they have tendered and should not be trained at LPC expense.
- 1.4. Consideration should be given to the qualifications and expertise available within LPC before committing to any training scheme.
- 1.5. Types of Training: The appropriate training should be a planned process to satisfy the current and future needs of LPC.

2. How to Identify Training Needs

- 2.1. Staff appraisals
- 2.2. Questionnaires
- 2.3. Interview/discussion
- 2.4. Requests

3. Resourcing Training

- 3.1. Organisations offering training include:
 - 3.1.1. National Association of Local Councils (NALC)
 - 3.1.2. Hampshire Association of Local Councils (HALC)
 - 3.1.3. Society of Local Council Clerks (SLCC)
 - 3.1.4. East Hampshire District Council (EHDC)

Appendix B.

Councillor Training

1. New councillors will have an induction meeting with the Clerk and will be provided with an information pack containing the documents as set out on the attached list and any other relevant policies and documents.
2. New councillors are encouraged to attend a meeting of each LPC committee to learn about what they do.
3. It is recognised that it may be difficult for some councillors to attend training during the daytime because of their work commitments. Councillors will, however, still be encouraged to attend training provided by its partner authorities and HALC and attend conferences whenever possible.
4. All training undertaken will be evaluated by the Staff Matters Committee to gauge its relevance, content and appropriateness. All training presentation papers will be retained and used for in-house training and information sharing.
5. Content of the information pack for new Councillors:
 - 5.1. LPC Code of Conduct
 - 5.2. The Good Councillors Guide (NALC)
 - 5.3. LPC Standing Orders
 - 5.4. LPC Action Plan for the year
 - 5.5. LPC Training Policy
 - 5.6. LPC member contact list
 - 5.7. Committee meeting timetable for the year
 - 5.8. Access to LPC Policies and Procedures
 - 5.9. Access to the minutes of previous Parish Council meetings
 - 5.10. Access to LPC Committee Terms of Reference