



Policy statement

Buckinghamshire & Milton Keynes Fire Authority (the Authority) recognises that its employees are a vital factor in the management of the Service. Effective learning and development enables the Authority to deliver its services to the community effectively and efficiently, within legal requirements, supporting resilience and business continuity. Development opportunities also support the individual in expanding their potential as well as meeting or exceeding performance expectations.

The training needs of all employees will be assessed to ensure appropriate standards are met and aligned to assist with the delivery of corporate priorities.

The Authority is committed to ensuring that all learning events have clear and measurable objectives agreed prior to delivery.

Statement of principles

The Authority aims to:

- Ensure funds are effectively invested in identified training and development opportunities focussed on strategic objectives in order to deliver, and continuously improve, a high standard and quality service to the public
- Develop a culture of continuous learning and development, in which all employees take responsibility for their development within a supportive learning environment
- Provide suitable and sufficient training for all employees in order to demonstrate competence to undertake a particular role against the appropriate role profiles
- Motivate, empower and engage employees through investment to enhance employability and career opportunities
- Ensure the needs of the Authority are anticipated in sufficient time for corporate training plans to be drawn up
- Ensure that employees undertake mandatory training where appropriate and provide measures to manage any employee not achieving the required standards
- Have a framework in place to ensure appropriate procedures, and any accompanying codes of practice, are established to ensure delivery of the training required by legislation to all employees