

Annual Training Plan

The Annual Training Plan has now been prepared. The format for the plan is laid down in a Home Office Circular No: 18 of 2002. However, we endeavoured to present the required information in ways which will make the document of general use and inform decision making. Costings have been completed using the national subset of ABC and, for the first time, we have managed to include accommodation costs.

As required, the draft Costed Training Plan 2003/4 has been sent to the National Best Value Review Project Team for analysis and onward transmission to Her Majesty's Inspectorate of Constabulary (Personnel and Training), (HMIC(P&T)). HMIC (P&T) has acknowledged the difficulties many forces have had in preparing a training plan to this model for this year. The emphasis has therefore shifted to ensuring that the planning process is in place and the information used rather than merely meeting timescales. For this reason, we propose that the draft is presented to the MPA for acknowledgement rather than detailed agreement, and that any discussion is based around the overall size and shape of MPS training rather than specific detail. Such an approach would require prior agreement from the Chair of the MPA HR Committee, but would provide an opportunity for early consultation impacting on the 2004/05 Plan.

We have already started the process of information gathering for Financial Year 2004/05 and are planning to integrate our processes more fully into the corporate planning cycle. This will require BOCUs and business units to participate more wholeheartedly than some did in Financial Year 2003/04.

Summary of Planned Costs and Training Days Delivered: Source MPS Costed Training Plan 2003/4

Within the MPS the Training Plan will need to be part of the responsibility of Training Boards, where they are established. This will be the means where challenge can take place of the facts contained within the plan in relation to the use and productivity of training resources. Using the data within the Training Plan to benchmark the effectiveness of all training units will also be a central function of the Training Standards Unit, within the Directorate of Training & Development.

There has been substantial investment in producing the Costed Training Plan, with a number of people working full time. Almost all training units have eventually contributed and it is now important to get a return on that investment.

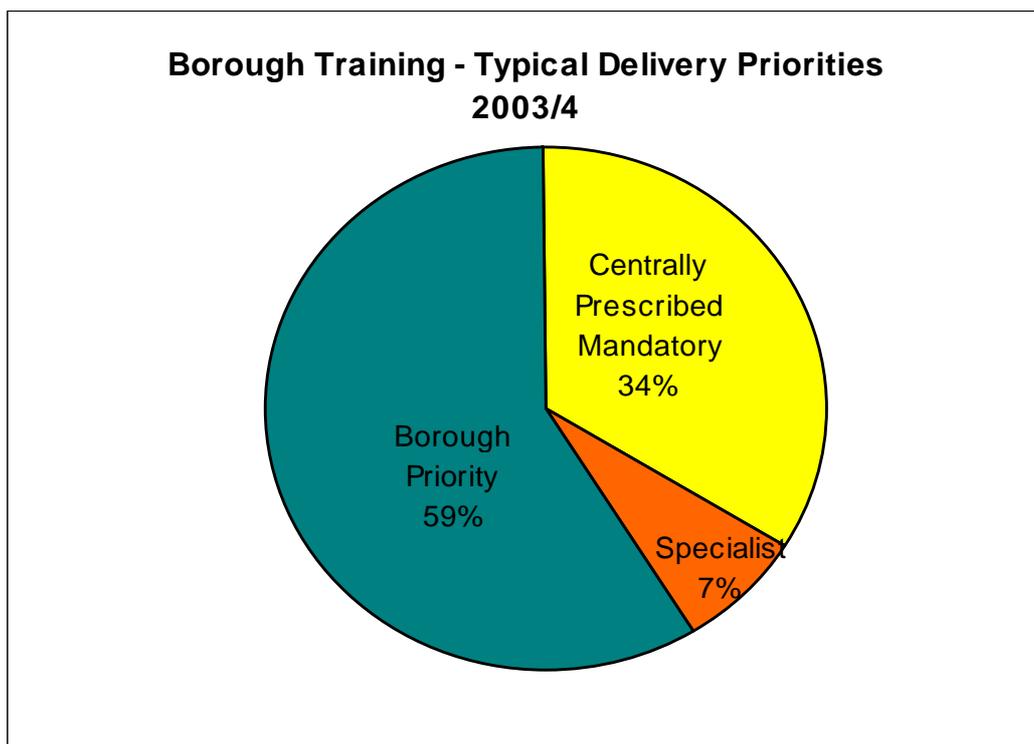
| MPS Training Plan 2003/4 | | | | | |
|---------------------------------------|--------------------|------------------------|---------------------------|-------------------------------|-------------------|
| | | | | Range of Cost Per Student Day | |
| | Total | Number of Student Days | Ave. Cost per student day | Lowest | Highest |
| Directorate of Training & Development | £39,751,484 | 710239 | £70 | £4 - DTD PE | £193-Dog Training |
| Borough | £10,281,604 | 139281 | £79 | £24-Greenwich | £175-Bexley |
| Pan-London | £7,639,485 | 91278 | £120 | £47-TSG | £261-Mounted |
| Specialist Operations | £12,476,471 | 97337 | £116 | £29- SO13 | £242-Heathrow |
| Specialist Crime Directorate | £7,555,680 | 32167 | £92 | £28- SCD1(4) | £249- SCD7 |
| Support Depts | £1,264,289 | 13870 | £88 | £46- First Aid | £132- RFDU(PSD) |
| External Training | £6,432,953 | | | | |
| Total: | £85,401,966 | 1084222 | £73 | | |

The cost of training provision is £85m. In addition, the potential full opportunity costs of staff attending training are estimated at £215m. (This is based on the assumption that 90% of students are constables and 10% are civil staff). The potential annual investment in training for 2003/4 is therefore around £300m.

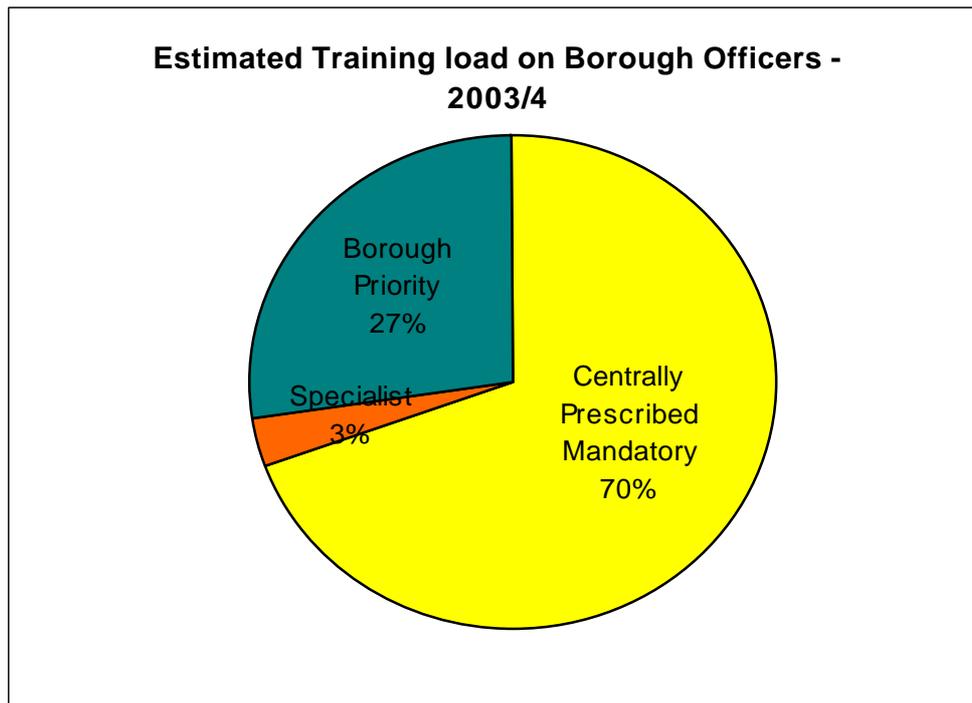
BOCU Training Burden

This BOCU training analysis is based on a small sample of 3 BOCUs. Work is being carried out on all BOCU data and will be included in the Full MPS Training Plan.

Anecdotal evidence has suggested that delivery priorities, particularly at borough, are compromised by an overlay of excessive centrally prescribed mandatory training. The data gathered for this plan has allowed analysis of typical delivery within a borough training unit



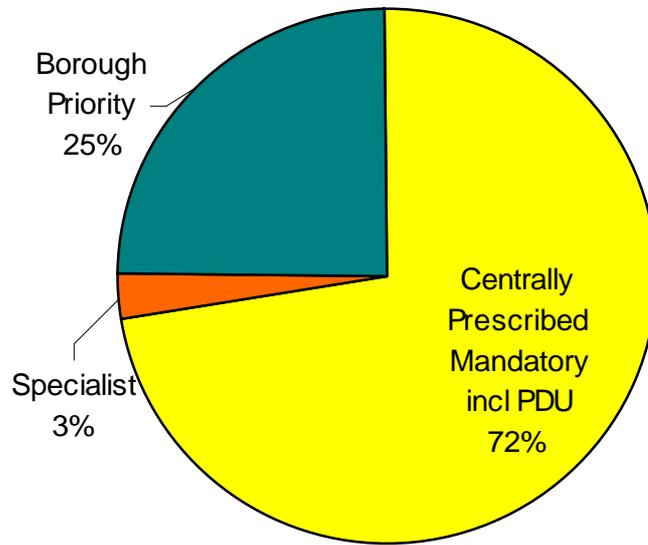
At first sight this suggests that most training delivered reflects borough priorities and about a third of delivery is to meet centrally prescribed mandatory training. However, the mandatory training commitment of individual police officers can include attendance at training courses delivered outside the borough training unit. It is difficult to provide precise figures for this because the training commitment for each officer varies, but the estimate is that there is provision for each officer to attend approximately 10 days additional non-borough training. When this is taken into account the central/mandatory training load on borough officers is considerably increased.



In summary, it is estimated that from a total of up to 19 days training per officer per year 13 (70%) of them could be to satisfy the requirements for centrally prescribed mandatory training. This figure rises to 74% when mandatory PDU training is taken into account.

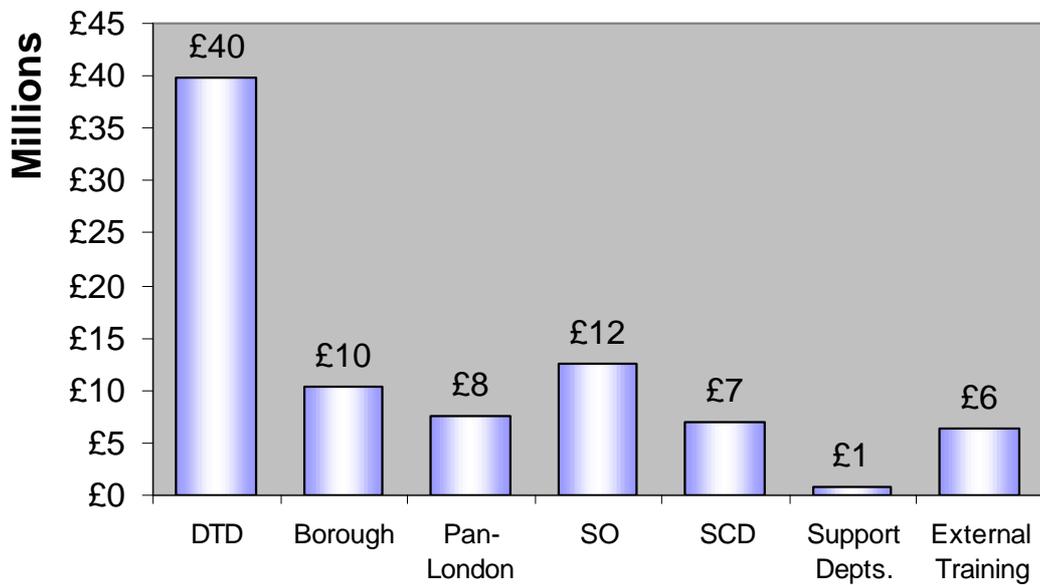
The solution to this imbalance does not lie with the contractors for training but with the client and the factors which have led to the current situation will be scrutinised during the life of this plan.

Estimated Training Load on Borough Officers - Including PDU- 2003/4

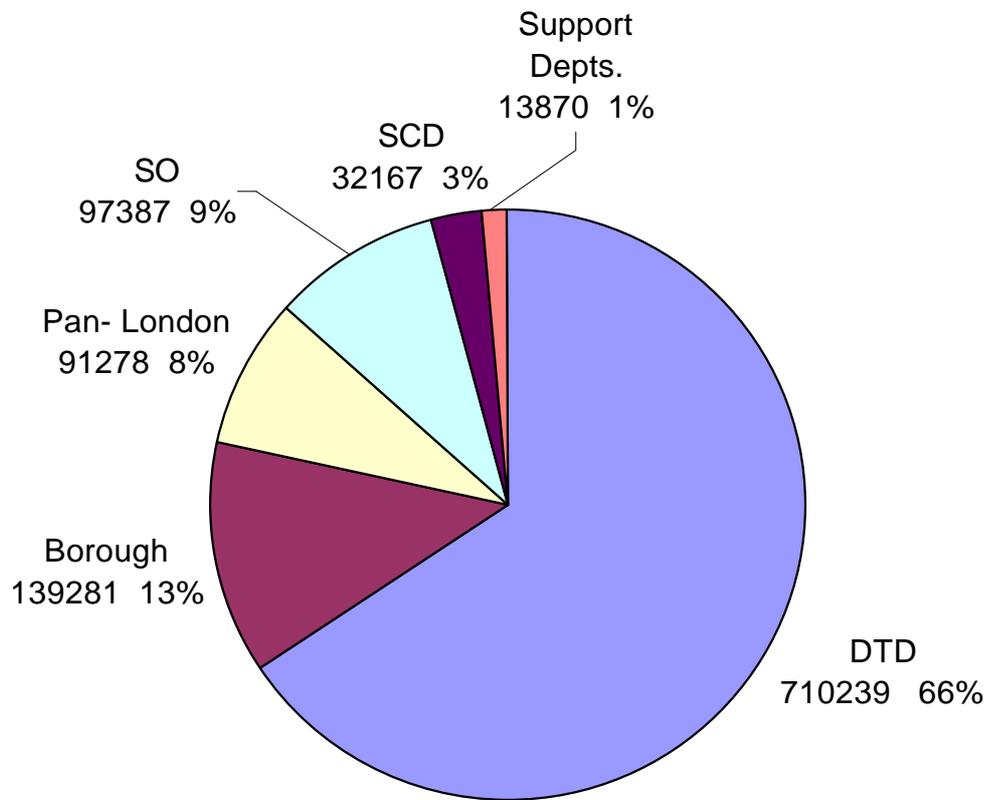


MPS Wide Summary

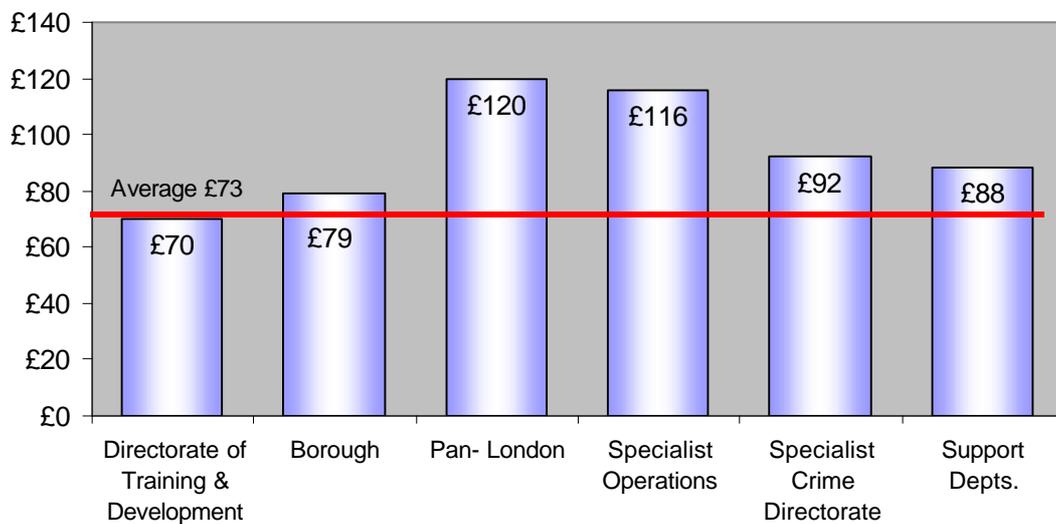
Planned MPS Training Provision 2003/4



MPS Student Days Produced 2003/4



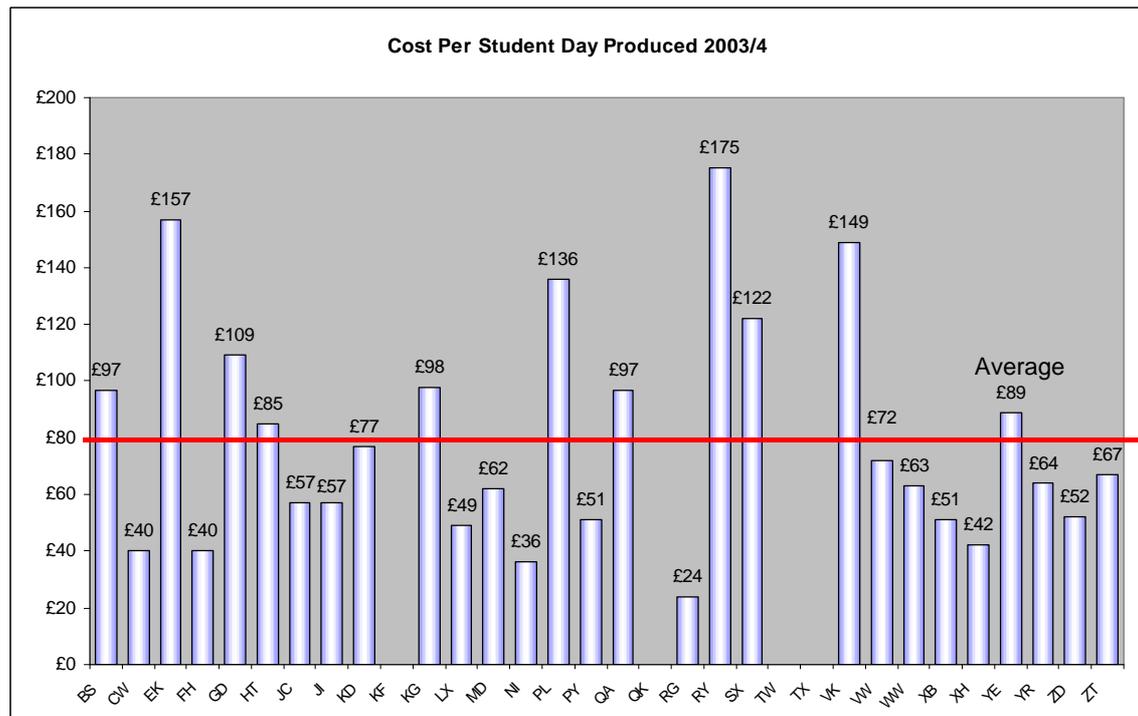
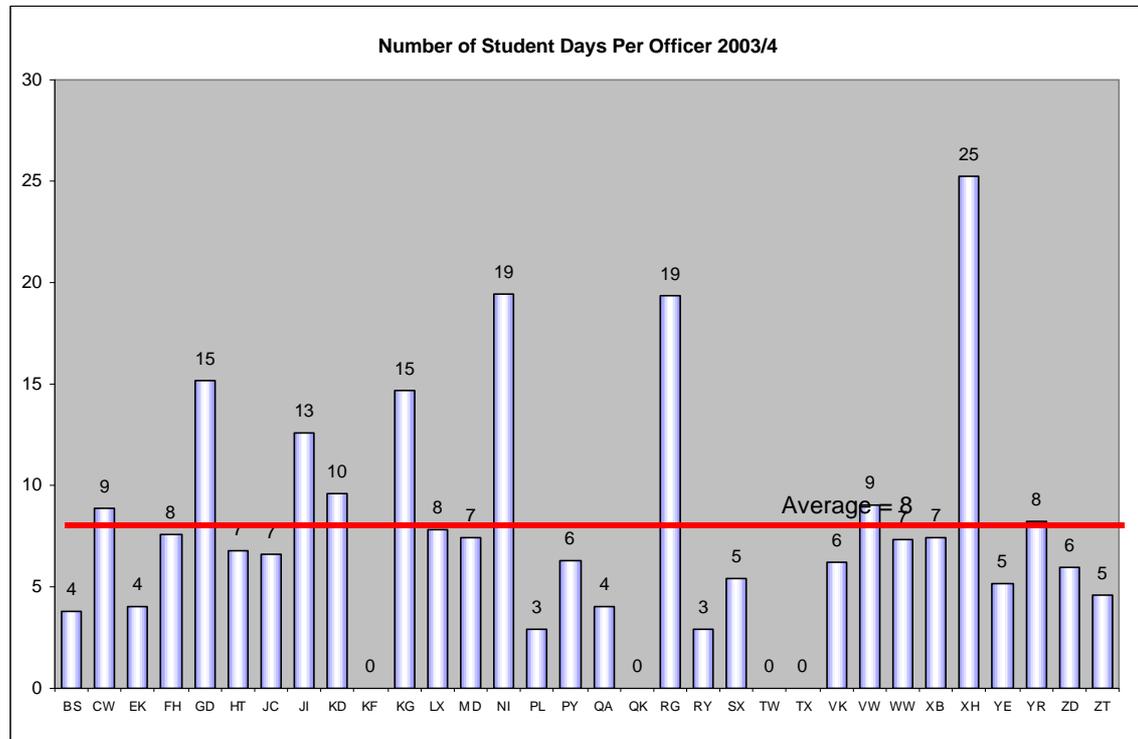
Average Cost Per Student Day 2003/4



MPs average cost of a student day is £73. Within each of the Business Groups there is wide variation, illustrating the inconsistency of usage of training resources.

Borough Training

Estimates have been used for TX,TW,QK and KF due to late submission of data.



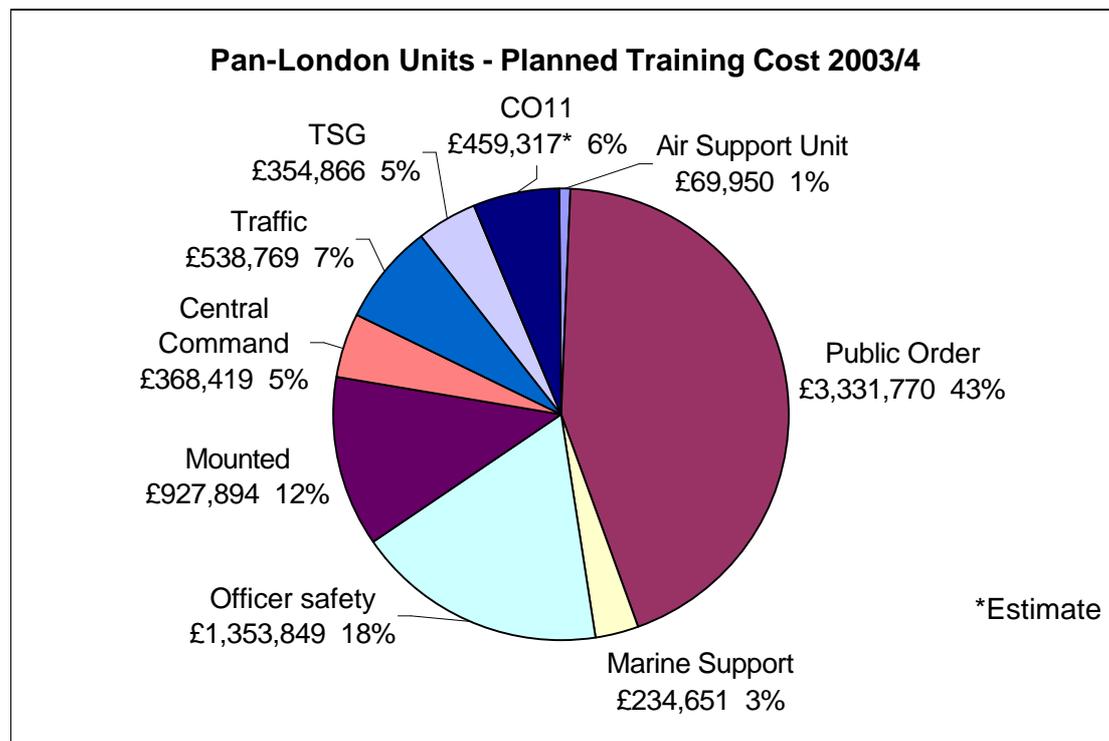
Lowest cost is Greenwich at £24 per student day, but producing one of the highest number of student days.

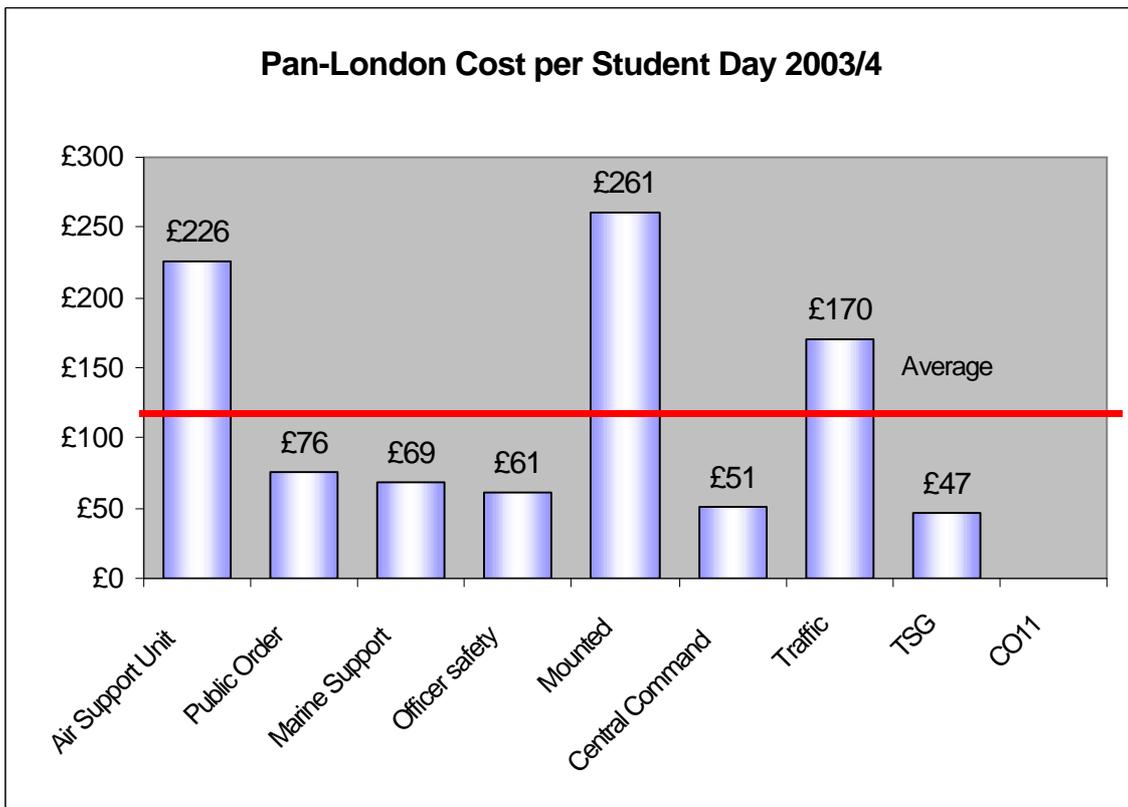
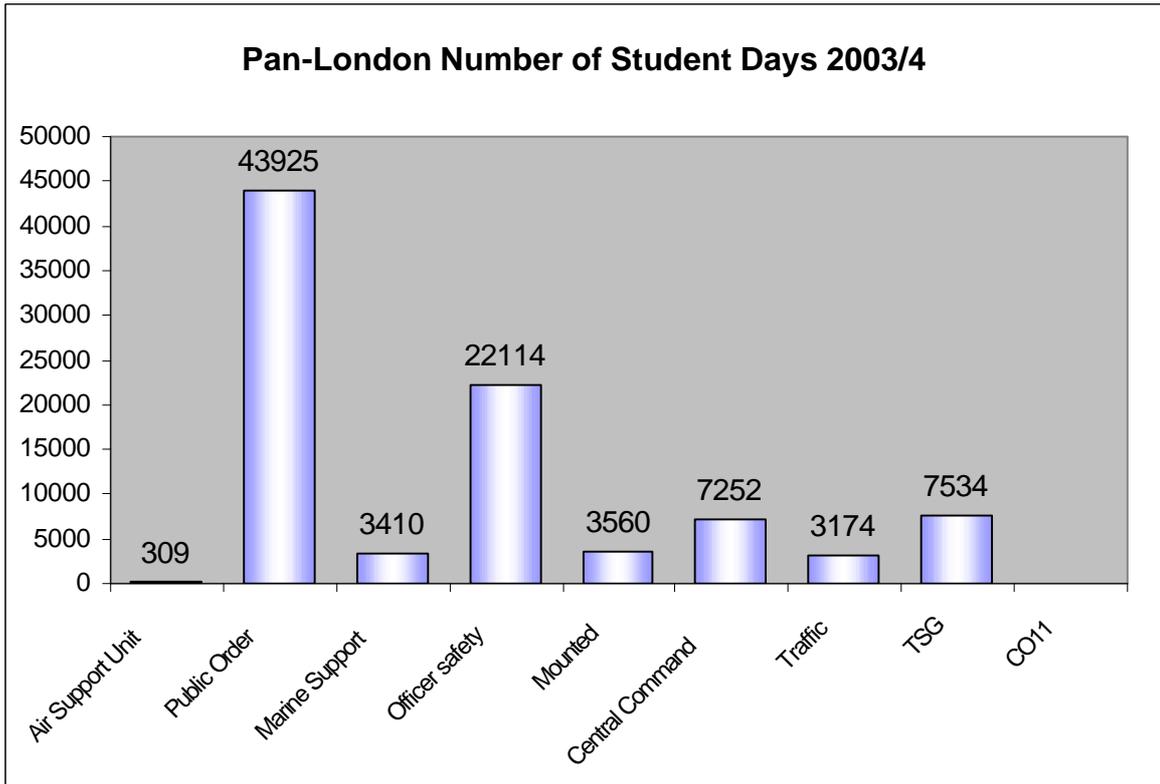
Highest cost is neighbouring Bexley at £175 per student day. It produces the lowest number of student days.

Key

| | |
|-------------------------|---------------------------|
| Barking and Dagenham KG | Hillingdon XH |
| Barnet SX | Hounslow TX |
| Bexley RY | Islington NI |
| Brent QK | Kensington and Chelsea BS |
| Bromley PY | Kingston-upon-Thames VK |
| Camden EK | Lambeth LX |
| City of Westminster CW | Lewisham PL |
| Croydon ZD | Merton VW |
| Ealing XD | Newham KF |
| Enfield YE | Redbridge JI |
| Greenwich RG | Richmond-upon-Thames TW |
| Hackney GD | Southwark MD |
| Hammersmith & Fulham FH | Sutton ZT |
| Haringey YR | Tower Hamlets HT |
| Harrow QA | Waltham Forest JC |
| Havering KD | Wandsworth WW |
| Heathrow ID | |

Pan London Units

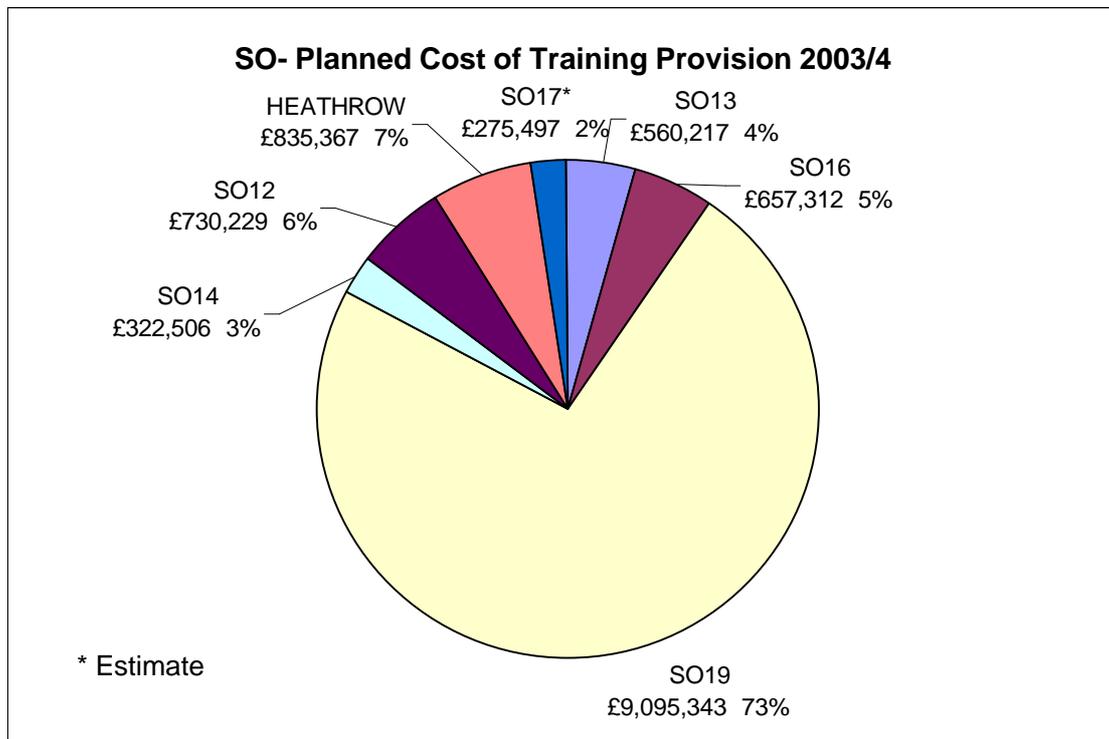




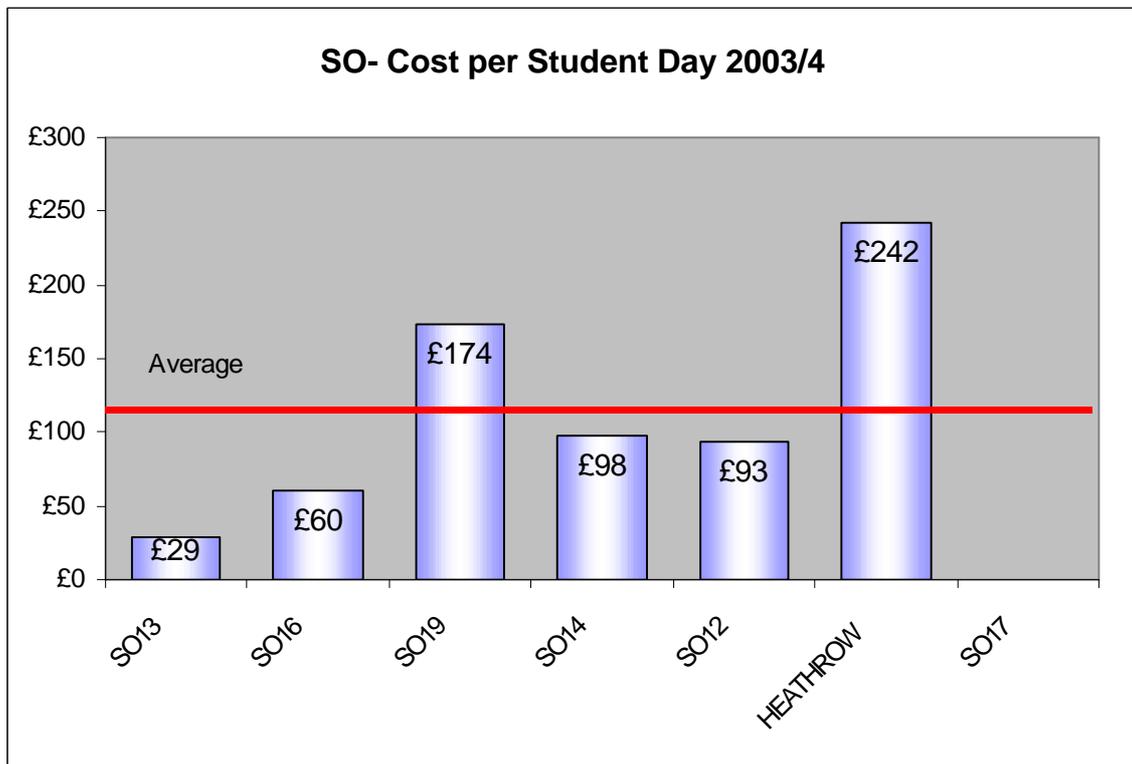
Mounted Branch course costs are some of the highest in the MPS. This is due to the high asset costs and relatively low student throughput. As an example: The standard course of 16 weeks is run 3 times a year for 8 students per course. Each course costs £86,000 or £10,758 per student to

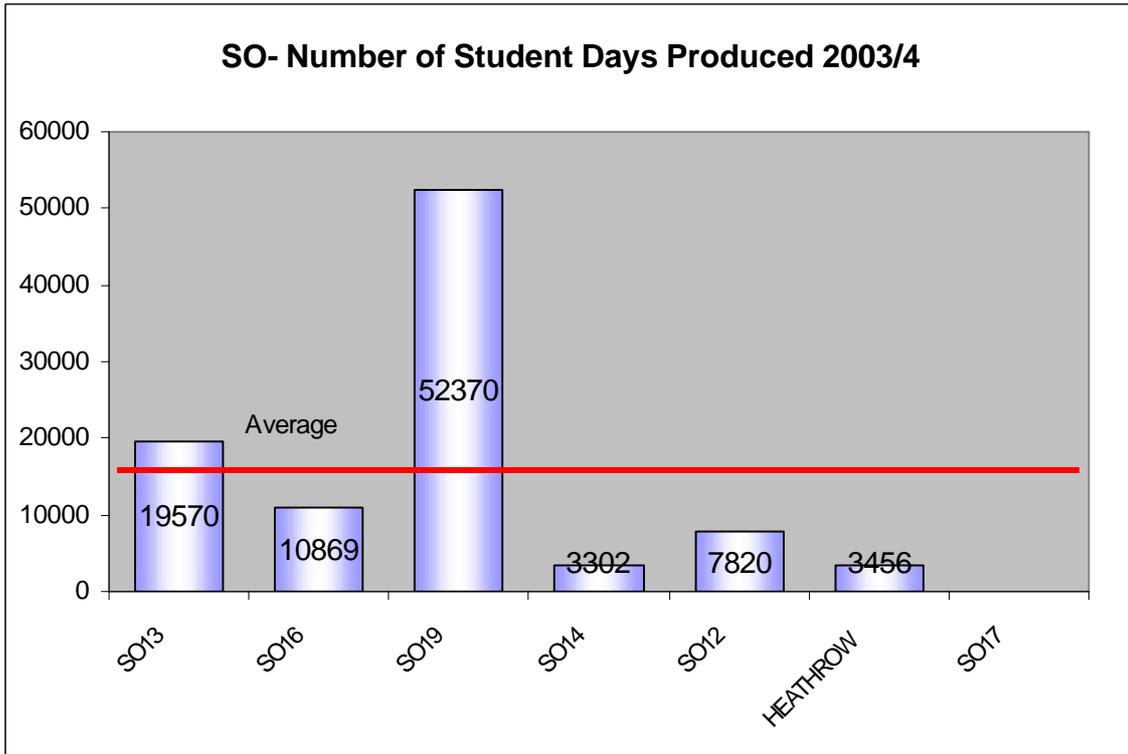
produce.

SO Training Units



Key: SO12-Special Branch, SO13- Anti-Terrorist Branch, SO14- Royalty Protection, SO16-Diplomatic Protection Group, SO17- Palace of Westminster, SO19- Force Firearms Unit.

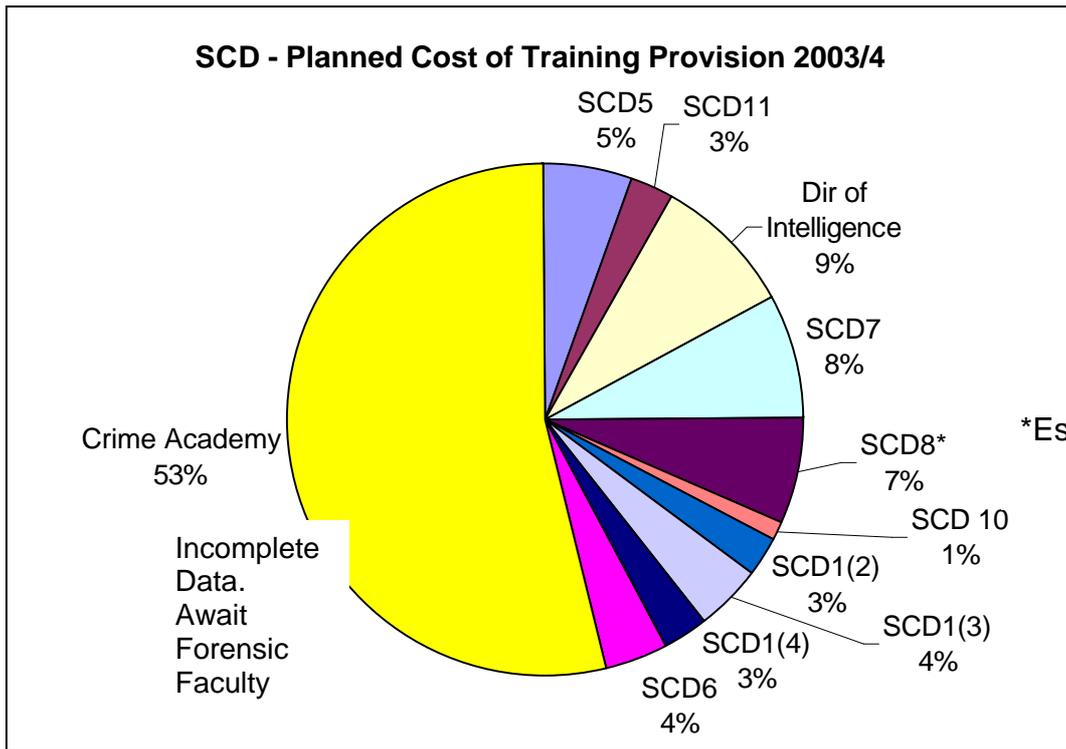




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A significant proportion of Heathrow costs, £530,671, are for firearms training.

SCD Training Units

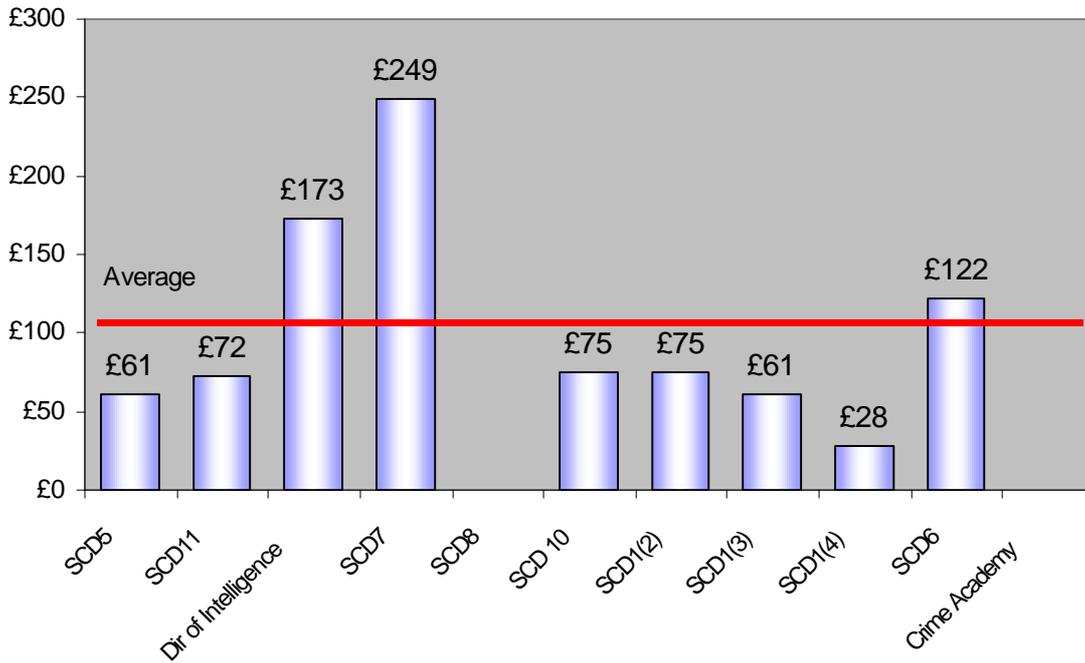


Key: SCD1-Homicide Teams, SCD5-Child Protection, SCD6-Economic & Specialist Crime, SCD7-Serious & Organised Crime, SCD8-Trident, SCD10-Service Intelligence Bureau, SCD11-Covert Ops.

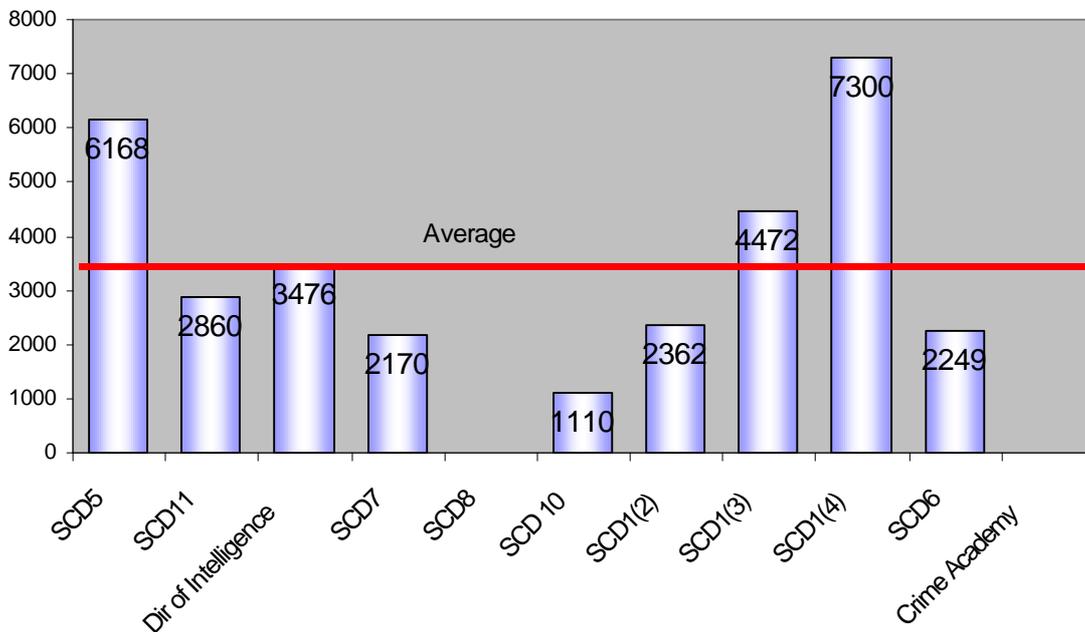
SCD8 Trident is a recently established training unit that formed after the 2003/4 planning cycle commenced.

Crime Academy: Only detective training costs are known at the time of publication.

SCD- Cost per Student Day 2003/4



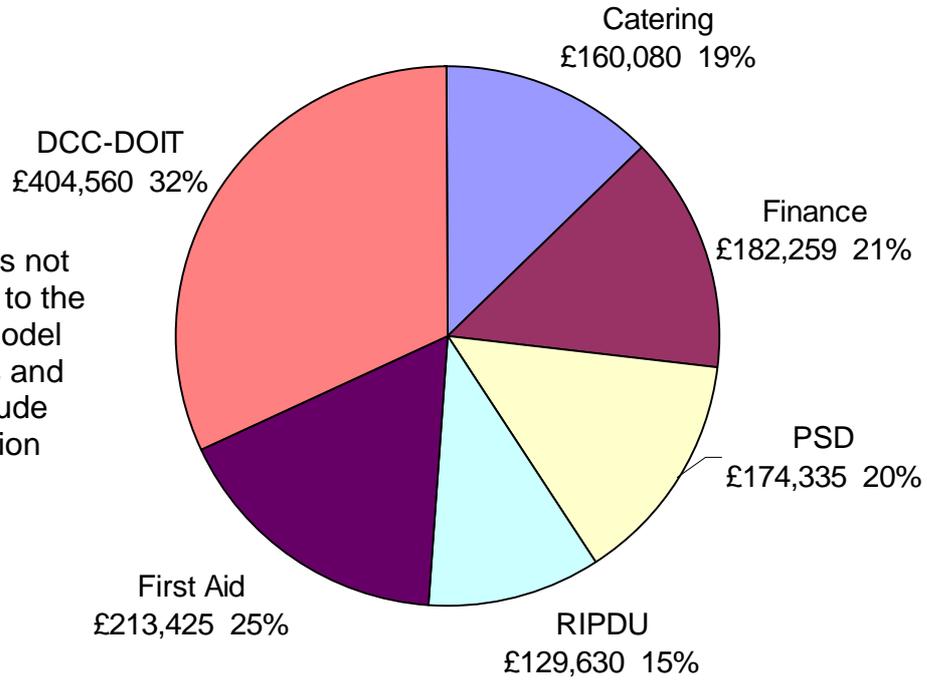
SCD- Number of Student Days Provided 2003/4



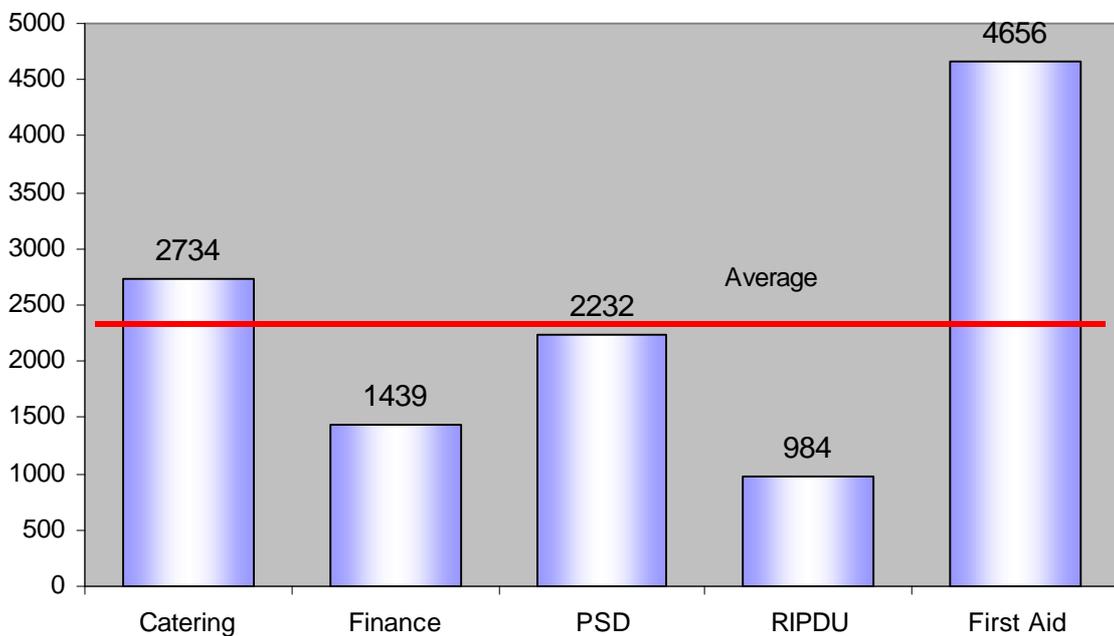
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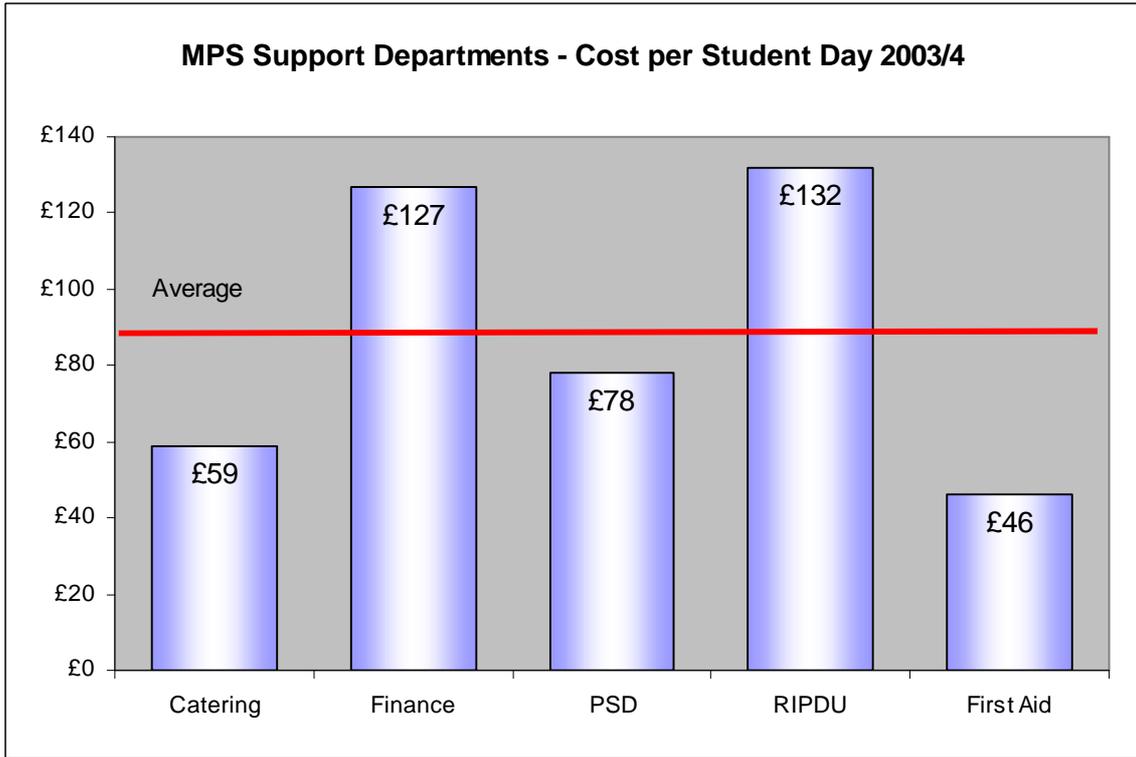
MPS Support Departments - Planned Cost of Training Provision 2003/4

DCC data has not been subject to the full costing model requirements and does not include accommodation costs.



MPS Support Departments - Number of Student Days Produced 2003/4





Directorate of Training & Development

