

<b>Organisational Transformation and Efficiency Programme</b>		
<b>Learning and Development (L&amp;D)</b>	<b>2025/26</b>	<b>2026/27</b>
To build a capable, agile and future ready workforce it is essential for the council to invest in structured learning and development. Over the last 6-12 months there has been much progression with the HR Improvement Plan which aims to turn the HR reactive service to a proactive insight led function supporting the organisation with achieving its strategic plan and One Council delivery model. Many aspects of the plan have a focus on L&D; Leadership Development, Management development, Performance and Development Reviews and Supervision, Apprenticeships, mandatory compliance training and review of the Learning Management System. To fully deliver these objectives and ensure the benefits are sustained in the long run there is a clear business case for the establishment of a Learning and Development Manager role, to lead, maintain and develop the L&D initiatives going forward alongside a budget to commission L&D.	£50,000	£100,000
Corporate Health and Safety Training and development. An independent review has highlighted the need for a re-launch of health and safety at work policy and practice. This short-term budget will allow for enhanced training and development for targeted staff under the leadership of the Corporate Health and Safety Manager	£30,000	£40,000
Rapid Impact Team (RIT) Pilot roll out in key service areas to deliver financial efficiencies and speed up digital transformation	£40,000	£60,000
Customer Digital Strategy: developing AI and low code digital skills across the workforce. The pace of technological advances is accelerating; the Strata business plan will deliver the infrastructure to enable us to transform but we need to bring in temporary staff with the skills to implement new systems and to train existing staff to ensure a skills legacy: linked to delivering outputs from RIT	£100,000	£200,000
Project Management to provide skilled capacity to project manage delivery of the change programmes	£60,000	£120,000
<b>Sub-Total</b>	<b>£280,000</b>	<b>£520,000</b>
<b>Total</b>		<b>£800,000</b>