

POLICY PURPOSE

Council shall ensure that training and staff development programmes are in place as it acknowledges the benefits of staff training and development for the overall efficient functioning of the organisation and consequential impact on services provided to the community.

POLICY STATEMENT

Training and development includes a wide range of developmental activities undertaken by staff in the course of their employment which seek to increase their skills, expertise and efficiency.

All staff have a right to access and receive sufficient and appropriate training and development to enable them to undertake their duties and enhance their career development.

A Study Assistance Scheme is provided for staff to undertake or continue their professional development in their local government career.

The active participation of staff in determining their own training needs in the area in which they are employed will ensure a more productive and satisfied workforce.

The training needs of staff will be addressed regularly in the normal course of supervision and in consultation with individual employees.

Council is committed to providing a safe work environment and priority will be given to training which improves the skills and expertise of staff in their respective job roles or careers and which promotes the occupational health and safety of all employees.

Training will seek to address changes that occur in a contemporary work environment, including technological change.