

PCC DECISION

REF 2021/002

Decision Title: Investigative Professional Development Unit (IPDU)

Decision summary:

It has been agreed to introduce an IPDU model into the organisation including the:

- Creation of a dedicated IPDU team, consisting of 13.04 FTE requiring permanent annual growth of £500,000 with review of this required after 3 years;
- Evolution of the “Super Tutor” role;
- Enhanced multi-functional PDU model.

Background or reference to supporting papers:

Implementation of an IPDU into the organisation will achieve the below benefits:

- To build a process that ensures a steady through put of new officers into Investigations and thereby maintaining and building on detective establishment numbers;
- Defining clear and consistent pathways for staff development towards PIP 1 & 2 standards;
- Creation of a dedicated team to manage, coach, mentor and develop the requisite skill base across the Investigations Directorate in order to provide the highest quality of service to the public;
- Development of systems and processes to identify skills gaps and enable effective work force planning;
- Higher and consistent standards of competency and across Investigative skills, in order to meet Data Literacy and File quality aspirations;
- A longer term plan to develop an efficient and effective resource within Learning that delivers higher competence, clearer pathways for training, lateral and upward development and skilled and motivated work force that delivers the highest quality of service.

Avon and Somerset Police & Crime Commissioner

I confirm I have considered whether or not I have any declarations of disclosable interest in this matter. Any such interests are disclosed.

The above request has my approval.

Date 10/02/21



Police & Crime Commissioner for Avon & Somerset

CFO Signatures

Date 10.02.21

(OCC CFO required if decision requested or presented for approval by Constabulary)



PCC CFO

OCC CFO

Other relevant lead officer as required

Date 10.02.21

(e.g PCC CEO, COG lead)

Interim CEO

Mark Simmonds



Job title

name

signature