



<b>PCC DECISION</b>	<b>REF 2023/009</b>
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**Decision Title:** Learning & Demand Final Business Case

**Decision summary**

The Final Learning and Demand Business Case sought approval from the Governance & Scrutiny Board to grant extensions for the employment contracts of 16.4 FTE within the Learning department to March 2025. The proposal had been considered and endorsed at the Constabulary Management Board.

The continued investment in Learning is required to effectively and safely manage the continued organisational ‘growing pains’ experienced through the delivery of the Police Uplift programme and ensure compliance with nationally required skills and accreditations (e.g., PIPL2, PPST, Taser, First Aid, Public Order).


The total cost of £697,276 will be offset by £337k of savings. Underwriting of the balance of £360k from reserves was approved.

**Background or reference to supporting papers:**

The Learning & Demand Business Case was presented for approval at the Governance & Scrutiny Board on 16/10/23.



**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 21/11/23**

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**Police & Crime Commissioner for Avon & Somerset**

<b>CFO Signatures</b> (OCC CFO required if decision requested or presented for approval by Constabulary)	<b>Date 24/11/23</b>
	
<b>PCC CFO</b>	<b>OCC CFO</b>

<b>Other relevant lead officer as required</b> (e.g PCC CEO, COG lead)	<b>Date 21/11/23</b>
<b>Chief of Staff</b>	
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<b>Job title</b>	<b>name</b>
	<b>signature</b>