

THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

5th November, 2019

Proposition No. P.2019/104

Policy & Resources Committee

The States of Guernsey Annual Budget for 2020

AMENDMENT

Proposed by: Deputy M Lowe
Seconded by: Deputy M Leadbeater

Insert a new proposition 8A

To direct the Policy and Resources Committee to transfer £100,000 from the Budget Reserve to support training and development costs within the Committee for Home Affairs and for any continuation of this funding in future years to be subject to a bid as part of the 2021 Budget.

Rule 4(3) Information [If applicable]

The financial implication to this amendment is to increase the budget of the Committee for Home Affairs by £100,000 in 2020.

Explanatory note

For many years the Committee *for* Home Affairs has sought to pare back its budget in all areas to meet the States spending constraints.

This has led to a progressive reduction in the level of investment in training and development within Bailiwick Law Enforcement. This has become limited to 'operations critical' and 'accreditation' training only with minimal or no availability for continuing professional development in non-mandatory areas. The lack of availability of resource to fund development training has been identified as a contributory factor in staff attrition, which results in costly staff turnover. It also means officers are less well equipped to deal with the changing and evolving challenges which are being faced.

The need for more investment in training and development was highlighted in Her Majesty's Inspectorate of Constabulary and Fire & Rescue Service (HMICFRS) Inspection Report among the areas for improvement and with comments such as:-

“Sending officers on regular formal training, to ensure their continuous professional development (CPD), requires a significant financial commitment. Given BLE’s limited training budget and other high-priority training requirements, there are not enough resources to provide consistent CPD to all specialist investigators.”

“The quality of continuous professional development for investigators in specialist units is an area for improvement. The Committee for Home Affairs and BLE should ensure that all such officers are provided with sufficient access to development opportunities.”

In recent years the training budget for Law Enforcement has been constrained to just under £400k. Against this there are training programme and development bids from Law Enforcement totalling £740k.

The Committee recognised that with the clear advice from HMIC that there were serious shortcomings in the investment in this area. At the same time it was alert to the need to contain expenditure requests and therefore limited its bid for additional funds to a relatively modest £100k. In view of the multiple other pressures the Policy and Resources felt unable to support it.

While it is important that this funding be made available the option presented is for this expenditure to come from the Budget Reserve in 2020 and the Committee for Home Affairs will be required to represent a robust case for this expenditure to be ongoing into 2021 and beyond.

This Assembly and the whole community relies on this Bailiwick being safe and secure and the Committee considers it imperative that funding is made available to ensure there is an adequately trained and developed Law Enforcement Service.