

TNA Proposed Training Matrix

Level / Module	Target Group	Learning Requirement	Delivery Method	Estimated Learning Time
Awareness	Implementation Training All Police Officers (<i>up to rank of Chief Superintendent</i>) including Special Constables	<ul style="list-style-type: none"> • History of Taylor Reforms • Understanding of the 'Standards of Behaviour' • Overview of Police (Performance) Regulations 2008 <i>Unsatisfactory Performance Attendance Management</i> • Overview of Police (Conduct) Regulations 2008 <i>Misconduct versus Gross Misconduct Meeting versus Hearing Sanctions and Appeals</i> 	E – learning (<i>NPIA or NCALT</i>)	45 mins
	Long Term Training All BOCU Police Officers		PSSP	90 mins
	Police Officer Recruits		IPLDP	90 mins
	MSC Recruits, Transferees / Rejoiners		E-learning (<i>NPIA or NCALT</i>)	45 mins

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Managing UPP and Misconduct	Implementation Training Police Sergeant / Inspector and Band D	<ul style="list-style-type: none"> Understanding of the need for managers to manage Understanding of UPP versus Misconduct How to deal with Unsatisfactory Performance How to deal with 'Misconduct' DPS and HR Support Structure 	Ongoing Transforming HR training	1 Day
	Long Term Training Police Sergeant		Leadership Academy - Sergeant Promotion Course	Half Day
DPS Staff	Implementation Training All Staff	<ul style="list-style-type: none"> Overview of Police (Performance) Regulations 2008 Overview of Police (Conduct) Regulations 2008 	Staff Briefings	Half Day
	Long Term Training Transferees		POL & ACC Induction Courses	Thread running throughout both courses (5 & 3 days)

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Managing Misconduct Meetings	<p>Implementation Training</p> <p>Per OCU:</p> <p>1 Professional Standards Champion (Ch Insp. or Supt.)</p> <p>3 Inspectors/Band D</p> <p>DPS Borough Support Unit Investigating Officers (DI)</p>	<ul style="list-style-type: none"> • Detailed understanding of UPP (inc Attendance Management) • Detailed understanding of managing 'Misconduct' • Misconduct case assessment and support • How to prepare for a Misconduct Meeting • How to chair a Misconduct Meeting • Sanctions • Appeal Process 	<p>Classroom based</p> <p><i>Including case study and mock meetings</i></p>	2 days
	<p>Long Term Training</p> <p>Inspector Band D</p>		Inspector / Band D Promotion Course	1 Day

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Managing Misconduct Hearings	<p>OPTION ONE</p> <ul style="list-style-type: none"> • Train all Superintending ranks (up to 250) • Train all ACPO (up to 30) 	<ul style="list-style-type: none"> • Misconduct Hearing Training (For Superintending ranks and ACPO) • Presiding Officer Training (ACPO only) (Determining witnesses / Inquisitional / Pre-hearings) 	<p>External Conference Facilities & classroom based including 'mock' Misconduct Hearing with Barristers / presenting Counsel etc.</p> <p>2-3 hours pre-reading.</p> <p>Practically – based to test decision making</p> <p>External Barrister Training with Misconduct Unit input</p> <p>Training required one month before 'go live' date of Taylor.</p>	<p>1 Day</p> <p>1 Day</p>
	<p>OPTION TWO</p> <ul style="list-style-type: none"> • Train cadre of Superintending ranks (up to 60 / 70) • Cadre of ACPO ranks (up to 8) – Bespoke Training course 			

