

Health and Safety Executive Board		HSE/13/45	
Meeting Date:	22 May 2013	FOI Status:	Open
Type of Paper:	Above the line	Exemptions:	
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Early Years Training of Inspectors

Purpose of the paper

1. The Board will wish to know that in June we will be launching the Ministerially -approved campaign for recruiting 24 regulatory inspectors to join FOD in 2013. This paper sets out the new training arrangements for these inspectors.

Background

2. At their October meeting the Board requested an update on the Warwick Diploma and on the plans for training future intakes of Inspectors.
3. There have been no new cohorts joining the diploma programme since October 2010, and no guarantee of future numbers. As a consequence, Warwick University has decided the diploma contract was no longer commercially viable and withdrew from the contract in Autumn 2012.

Discussion

4. Given Warwick's decision, HSE had to consider what provision to make for training its next cohort of Inspectors. It has concluded that it should not seek to procure a similar contract for three reasons:
 - our experience suggests that this niche requirement coupled with the unpredictable volume of work suggests a low commercial viability and limited interest from the market;
 - the resource and long lead time required to develop a similar programme would not be possible in the time available – and of questionable value given the first bullet;
 - we believe we can deliver an equivalent programme at less cost.
5. HSE has thus decided to prepare a new programme for delivering the training requirements for new inspectors. This will involve a mandatory common core programme for all HSE inspectors. The content, structure and timing of the programme is under development to cater for the needs of both regulatory and discipline specialists. The delivery of the programme, will combine academic input delivered by in-house resource (mainly our Operational Development Managers) and external contractors, dovetailed with field based activities to maximise the experiential learning.
6. We have considered the merits of having an external qualification. We recognise that citing an external qualification as an indicator of the standard of the training we provide, helps to defend our professionalism and enable us to withstand external scrutiny and challenge. To this end, we have initiated discussions with a national external awarding body to explore the possibilities

for accreditation of the programme and provision of a diploma level academic award. In developing options for external accreditation, we will also consider whether there are other providers that may be able to carry out this role.

7. We are developing a set of performance milestones to monitor and manage the development of our recruits. These milestones will be aligned with both the successful completion of the formal training, and with field-based performance in the key inspector roles of inspection, investigation and enforcement.
8. We will engage with HSL to take steps to safeguard the intellectual property rights associated with our training programme, and to explore the commercial opportunities to exploit these abroad.
9. The Warwick Diploma cost in the order of £15k per inspector plus accommodation costs at Warwick University, other third party training costs and associated travel and subsistence. The cost of training under the agreed mandatory common core training programme will utilise more in-house resource at HSE offices and is expected to deliver financial savings compared to the current per capita charges.

Action

10. The Board are invited to note these new training arrangements

Paper clearance

11. David Ashton, 2 May 2013;