



STARFLEET STRATEGIC RESPONSE FLEET

Training and Development Policy

In order to invest in the future of the Starfleet Strategic Response Fleet we believe it is necessary to invest in our members by ensuring they have the opportunity to learn and develop their skills from the first day that they join the Fleet. However the onus is on them to use the opportunities available and to be responsible for their own progression and development within the organisation.

The majority of this development will emerge from the experience they gain as they simm, as well as watching and aiding where possible their superiors, however we will also assist our members with the appropriate training programmes, refresher courses and on-going training.

A member's main continuous priority will be to aim for excellence in the role they have been given, and we look forward to helping them achieve any and all goals. In the event that their performance falls below the required Fleet standard, their direct superior will discuss any concerns with them and agree on a plan of action for improvement, including utilising the facilities of training we have available, or experience where appropriate.

Principles

- The Training and Personnel Development Department alongside the necessary senior personnel will facilitate, co-ordinate, and monitor training and development activities and resources. Its major role is to provide Command Officers and Department Heads with the resources they need to maintain their section and to meet the requirements of the training and developing of their staff.
- All new members, where necessary, will receive Academy training which will familiarise them with the Fleet, as well as provide them with the training required to hone their skills in their respective department.
- All new Department or Command Staff will receive induction training which will familiarise them with the Fleet and her policies, and give them the knowledge skills and attitude to start their new job.
- Following any induction, all new Department or Command Staff will complete a a comprehensive training programme covering all areas required for the role in which they have applied for.
- Training and Development will be linked to an annual appraisal system, which will give members the opportunity to discuss their progress and future development needs.
- The Fleet will provide opportunities for progression and believes in promotion from within the organisation where necessary for the circumstance.
- The organisation evaluates its training regularly to assess its effectiveness and continually looks at new methods and programmes of training in line with present and future needs of the Fleet.