

# Scrutiny Committee

9 May 2012

## MEMBER DEVELOPMENT PLAN 2012 -15



**Lead Member:** Councillor Margaret Smith, Leader

**Lead Officer:** Steve Nugent, Head of Human Resources

## 1. Background

The Council has for many years regarded Member Development as integral to ensuring Councillors are fully equipped and developed to effectively fulfil their role as a Councillor.

Following the Local Elections in May 2011, a Member Induction Programme was delivered for both new and re-elected Councillors. This Programme being the first stage of Member Development for Councillors, over the four year term in office.

It is now time to build upon this and establish a Member Development Plan for the next three years. The Plan will identify the priority objectives for the next three years and the key actions to be addressed on an annual basis.

It is proposed that following consideration of the Plan by the Scrutiny Committee, it will be reported to:-

Cabinet – 13 June 2012

Council – 18 July 2012

An out-turn report will be presented annually to the Scrutiny Committee at the first meeting of each municipal year together with a proposed Action Plan for the year ahead.

Progress of the Plan will be led by the Member Development Group [Councillors J Bell, J Hothersall, Head of HR and HR Adviser], with member development being part of the Leader of the Councils portfolio.

The proposed Member Development Plan is attached at Appendix A.

## 2. Progress

As mentioned above, a detailed Member Induction Programme was delivered in 2011 and this included for example:-

- ◆ 4 Induction sessions
  - Administration session
  - Welcome session by Chief Executive
  - Introduction to Council and Committees (including Mock Council)
  - Introduction to Council services areas (Market place)
- ◆ Information packs, delivered in 5 modules
- ◆ Mandatory training for Committees
- ◆ One to one nominated Support Officers
- ◆ Issuing of laptops or digi passes and IT support to gain access onto SRBC systems
- ◆ Introduction to service areas through Tour of Depot and Shadowing in Gateway

In addition Learning Hours have been held on a monthly basis covering the following;-

June 2011	Standards for all members
July 2011	Understanding Scrutiny
Sept 2011	Dealing with the Press and Media
Oct 2011	Public Health Regime and the Clinical Commissioning Group
Nov 2011	Boundary Commission briefing
Jan 2012	South Ribble Partnership and Funding for the Community
Feb 2012	Clinical Commissioning Group update
March 2012	Firmstep and E Citizen
April 2012	The Clean Environment

Other training delivered has included;

Sept 2011	Equality and Fairness
October 2011	Charing Skills
Dec 2011	Conflict Management and Lone Working
Jan 2012	Scrutiny Committee– Interviewing skills
Jan 2012	Drugs Awareness
Jan 2012	Sustainable Energy Planning Applications
April 2012	Appeal Committee Training