

Cabinet

5 November 2014

MEMBER DEVELOPMENT PLAN 2012 -15 OUTTURN REPORT 2013-14



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.

As part of this approach, a Member Development Plan was developed and approved by the Council in 2012. This included the Plan being considered by the Scrutiny Committee, on 9 May 2012.

The Plan sets out the Priority Objectives for the period 2012 – 15 and identifies Key Actions to be addressed on an annual basis. This report provides a narrative of the progress against the Key Actions in 2013-14.

The on-going progress of the Plan is 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.

Details of progress in 2013-14 against the Key Actions are at Appendix A.

The current Member Development Plan is attached at Appendix B.

It is not proposed to alter or add any key actions for 2014-15, but rather to continue to focus on delivering the same set of key actions as last year. The emphasis however, of the Member Development Group will now focus on preparing a comprehensive Member Induction Programme in readiness for the Elections in May 2015.

The Scrutiny Committee at its meeting on 13 August 2013, requested that the targets be changed from percentages to whole numbers and this was done for 2013/14. The targets for 2014/15 have been further revised and it is considered that the targets set for the next Member Development Plan for the period 2015-2019 be reviewed and revised accordingly.

It should also be noted that significant time and effort from Officers contributes to the successful delivery of member development.

2. Progress

Good progress against the key actions has been made in the past 12 months. This includes well attended monthly Learning Hours, covering topics such as;

- Affordable Housing
- Social Media
- Pensions
- Business Rates
- City Deal

3. Areas for further action

The issues of on-line training tools being available to members has been raised by certain members and it is felt that rather than produce a whole range of possible on-line training tools – that individual members – who require this facility, request their needs and bespoke arrangements can be planned with the individual member.

The target relating to the level of satisfaction of opportunities for training and development needs to be refined, to gain more specific feedback. A questionnaire is therefore currently being sent to members regarding this.