

Scrutiny Committee

22 September 2015

**MEMBER DEVELOPMENT PLAN 2015 -19
AND OUTTURN REPORT 2014-15**



Lead Member: Councillor Margaret Smith, Leader

Lead Officer: Steve Nugent, Head of Human Resources

1. Background

The Council is committed to ensuring that all Councillors are trained and developed, to ensure that they are fully equipped and able to effectively fulfil their role as a Councillor.

Following the Local Elections in May 2015, 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 four years. The Plan will identify the priority objectives for the term of office together with the key actions to be addressed on an annual basis.

The Plan is attached at Appendix A and it is proposed that following consideration of the Plan by the Scrutiny Committee, it will be reported to Cabinet and Council.

An out-turn report is usually presented annually to the Scrutiny Committee, together with a proposed Action Plan [our key actions] to reflect the training and development needs for the year ahead.

The emphasis over the past twelve months has, been to deliver the core training that met Members' needs, through for example the monthly Learning Hours. This was to recognise that many Members priority was working towards re-election whilst other Members were not in fact standing for re-election.

The focus of the past twelve months has been the preparation of a detailed Member Induction Programme for the new and returning Councillors.

This report, does not therefore provide the details of the activities delivered against the key actions for the past twelve months. It does though give the outcomes of the agreed performance measures.

The Member Development Group [Councillors J Bell, S Snape, Head of HR and HR Adviser] are responsible for the progress and delivery of the Plan, with the help and assistance of various other Officers and Members.

Member Development forms part of the Leader of the Councils portfolio.

2. Progress

As mentioned above, a detailed Member Induction Programme, for new and returning Members has been delivered since May this year and has included;-

- ◆ Administration session
- ◆ Welcome session by Chief Executive/SMT
- ◆ Introduction to Council and Committees
- ◆ Mock Council
- ◆ Introduction to the Council services areas

- ◆ Information packs, delivered in a phased approach to support each of the above
- ◆ Mandatory training for Committees
- ◆ A Support Officer allocated for each new Councillor
- ◆ Further introduction to service areas including the services provided by Neighbourhoods, at the Moss side depot and shadowing opportunities being available in Gateway.

In addition to this other specific “election-related” development took place, with the two main political groups attending pre-election workshops delivered by NWE0. The Mayor also undertook bespoke development regarding the role of Mayor.

Learning Hours have proved to be very successful and well attended over the past twelve months, with 22 Members on average attending the sessions.

The subjects covered included;-

- ◆ Combined Authorities – this covered the current position within Lancashire with a presentation from the Leader and the Chief Executive and was followed by a debate regarding the varying options that need to be considered within Lancashire.
- ◆ New Pension Scheme – this provided Members with details of the new Pension Scheme, which is now based upon a career average calculation [as opposed to a final salary calculation]. It also explained how the Pension Fund operates financially and gave details of the Councils employer contribution to the Fund.
- ◆ City Deal – this provided an update on the current position regarding the implementation of the City Deal in South Ribble and gave details of the future plans that will be implemented in the coming months/years.
- ◆ Licensing – A presentation was given to Members on all aspects of Licensing in the Borough. It focused on both the work of the Licensing Committee and the operational aspects of the Licensing Team’s work.
- ◆ Planning and CPO’s – A presentation was given on a range of key Planning issues and in particular in relation to the City Deal. Members were also briefed on Compulsory Purchase Orders [CPO’s].
- ◆ Elections and Boundary Changes. – Members were updated on the arrangements for the forthcoming election and the implications of the boundary review – which had included the reduction of Councillors from 55 to 50.

3. Areas for further action

Scrutiny Committee asked at the meeting in July 2014, that e-learning is further explored. This proved to be a difficult issue to address due to the lack of suitable and cost effective resources being available and was unfortunately not progressed. Plans are being developed however, for this to be addressed in the New Year.

PERFORMANCE AGAINST KEY TARGETS – 2014-15

	TARGET	OUTCOME
1	Successful renewal of the North West Development Charter	Charter successfully renewed - October 2012 – next review [early] 2016
2	50 out of 55 members to take part in training and development activities	43 Members have taken part in training and development activities in the past twelve months
3	48 out 50 Members to be satisfied with the quality of training provided	26 out of 29 Members who responded to the Member Development Evaluation Survey [conducted in November 2014] where satisfied
4	50 out of 55 Members to be satisfied overall with the opportunities provided for personal development and learning	From the same survey, 21 of 26 responders answering the question were either very or fairly satisfied with the opportunities for Member Development in general