

# **Report to Overview & Scrutiny Committee**

**Date of meeting: 15 April 2010**

**Portfolio: Leader**

**Report of: Constitution and Member Services SSP**

**Subject: Member Training Programme 2010/11**

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**Committee Secretary: A Hendry (01992 564246)**



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## **Recommendations:**

- (1) That the Committee note the report of IDeA regarding personal development interviews held with 19 councillors;**
- (2) That the Assistant to the Chief Executive be asked to give priority to those courses which receive more than 30% support as indicated in the table in paragraph 17 of the IDeA report and, in relation to the other priorities expressed, the Assistant to the Chief Executive seek to combine those elements with existing training courses or to combine those elements together into new courses;**
- (3) To note that discussions will be held with individual members regarding their particular training requirements as identified in the personal development interviews; and**
- (4) That the Independent Remuneration Panel be asked to look at the question of addressing attendance levels at mandatory training courses through the Remuneration Scheme and to report back to the Council with proposals which meet legal requirements for these allowances.**

## **Report:**

1. Appendix 1 to this report sets out the results of a series of personal development interviews which were held between 19 individual councilors and Sam Davey of the IDeA. The report outlines the feedback given by members at those interviews as a basis for developing the member training programme and personal development plans in the future.
2. We have looked at the results of the survey and received a presentation by Sam Davey on her findings. We are recommending that the Assistant to the Chief Executive should give priority to instituting courses in those subjects where more than 30% support is indicated in Sam Davey's report. Other priorities support for which did not exceed the 30% level will be reviewed and where possible included in existing training courses or "packaged" together to form new courses during the coming year.
3. Personal development proposals arising from the individual interviews will also be pursued by the Assistant to the Chief Executive.

4. The Panel wish to draw these findings to the attention of the Committee and we would emphasise that this is very much a first step towards putting member training and development on a new footing within the Council.
5. We are also recommending that the Independent Remuneration Panel, which advises the Council on member payments and expenses, should look at linking attendance at training courses (particularly the mandatory ones) with the payment system.
6. We recommend as set out at the commencement of this report.