

Report



Meeting: COUNTY COUNCIL

Date: 28 June 2007

Agenda Item Number:

REPORT OF THE DEPUTY LEADER

MEMBER DEVELOPMENT PROJECT

1. Purpose of the Report

- 1.1. To update Council on the work currently being undertaken in respect of the Member Support Programme in particular in relation to the Member Development Project.
- 1.2. To recommend to Council the adoption of a Member Development Strategy as attached at Appendix A.
- 1.3. To recommend that Council signs up to the Member Development Charter endorsed by the LGEM and IDeA.

2. Background Information

- 2.1. Members will be aware that there are currently five work programmes underway in relation to various aspects of the Authority's service delivery and operations.
- 2.2. One of those five programmes is the Member Support Programme. The Lead officer for which is the CEX.
- 2.3. This programme is driven by a number of external and internal drivers including the White Paper, the Lyons Inquiry, the Comprehensive Spending Review '07 and the revised Code of Conduct for Members.
- 2.4. The programme has five associated projects:-
 - a) Shared Leadership
 - b) Effective Scrutiny

- c) Frontline Councillor
- d) Community Constitution
- e) Member Development

2.5. This report sets out progress made to date in relation to the Member Development Project.

2.6. An all party Member Reference Group met on 10 May 2007 to consider various options in relation to Member Development.

3. Member Development Strategy

3.1. Attached at Appendix A is a proposed strategy for Member Development. This strategy will need to be revised periodically dependent on the outcomes of the four related projects in the programme referred to above and the success or otherwise of the proposals.

3.2. It is proposed that this strategy is reviewed after 6 months by Council.

4. Member Development Charter

4.1. This "Quality Standard" is endorsed by LGEM and IDeA.

4.2. Details of the Charter are attached at Appendix C. The aim of the Charter is to promote best practice in Member Development.

4.3. The Charter has an accreditation process against a set of standards. These are 6 stages to the process of accreditation under the Charter.

Stage 1 : Signing up to the Charter

Stage 2 : Action planning

Stage 3 : Evidence Collection

Stage 4 : Assessment

Stage 5 : Awarding the Charter

Stage 6 : Re-assessment

4.4. It is proposed that the Authority signs up to the Charter, using this as a basis for establishing a successful and useful Member development programme, with further reports being brought to Council with regard to seeking approval to progress further through the stages set out above and approve if and when this is considered appropriate.

5. Recommendations

It is recommended:

- 5.1. That Council approves the adoption of a Member Development strategy as per Appendix A.
- 5.2. That Council delegates to the Head of Law and Democracy in consultation with the Member Reference Group the responsibility of drafting a programme of events for approval by Administration Committee on receipt of Members requirements.
- 5.3. That a further report be brought to Council in six months updating Council on progress on the Member Development Strategy and Programme.
- 5.4. That Council agrees to sign up to the Member Development charter endorsed by LGEM and IDeA.
- 5.5. That further reports be brought to Council for approval to further progress through the 6 stage accreditation process.

Legal Services Comments

"The proposals in this report are within the remit of full Council".

Background Papers Available for Inspection

Nil

Electoral Divisions Affected

All

Nottinghamshire County Council

Member Development Strategy

1. Objectives

1.1. The objectives of this strategy are:-

- To promote and establish a culture where continuous Member development is seen as an essential part of the success of the Council and links with officer development.
- To give Members the opportunity to gain or improve the skills and knowledge necessary to represent the electorate particularly in relation to their frontline councillor role and the development of strong communities across the county.
- To equip Members with the skills and knowledge necessary for their roles and responsibilities in ensuring the delivery of excellent but affordable public services.

2. Means of Delivering Objectives

2.1. On an annual basis Members will be requested to complete their own Developmental Needs Analysis (Appendix B). These should be returned to the Head of Law and Democracy

Members may wish to discuss their individual needs with leading Members within their group.

2.2. On receipt of completed forms a programme will be drawn up by the Head of Law and Democracy and Service Director (Human Resources) in consultation with the Member Reference Group. The programme will contain available options for members in meeting identified needs.

A number of Member Development events are currently being undertaken by LGEM and other external bodies. Additionally a number of internal events, currently provided for officers can be adapted to suit member needs.

2.3. This programme of events will require approval by Administration Committee. A quarterly report will be provided to Administration Committee on the take up by Members of programme events.

2.4. In addition to this programme of events a formal mentoring scheme will be established for new members or those taking on new responsibilities.

A pool of Members willing to act as mentors will be established,

who can offer mentoring to fellow members seeking similar skills and expertise.

3. Evaluation

3.1. Following attendance at programme event Members will be requested to complete an evaluation form. The quarterly report to Administration Committee will contain a detailed summary of Members views.

Member Development Project

Development Needs Analysis

Development Opportunity	High	Med	Low
Induction			
Regulatory Committee Work			
Overview & Scrutiny Process			
Portfolio Management and Executive Functions			
Employment Law and Appeals			
Working with Communities			
Performance management			
Health & Safety			
General Member Skills:			
• Speed Reading			
• Chairing a Meeting			
• Managing a Public Meeting			
• Confident speaking			
• Time Management			
• Media Management			
• Communication Skills			
• I T Skills			
• Project Management			
• Change Management			
Personal (Your Individual Needs):			
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<p>High = needs to be successful in current role Med = needs to be addressed at a future date Low = useful but not critical to current role</p>
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Name: