

## **First Monitor of Member Training and Development**

### **Summary**

1. This report informs members of the take up and feedback received regarding to development events offered to members in the first half of 2010/2011

### **Background**

2. The Member Development Steering Group regularly monitors attendance levels at Member Development events along with feedback from members of the quality and impact of the training they have received.
3. As part of the Member Development Policy agreed by Council in December 2009, the Steering Group undertook to report its findings to the Standards Committee on a bi-annual basis.

### **Monitoring of Take-Up of Training & Development**

4. In January of 2009 Council introduced an annual minimum requirement relating to the number of development activities Executive/Non Executive members should attend. Council agreed that Executive members should attend a minimum of 12 development sessions and Non-Executive Members a minimum of 8 sessions during the course of a year;

#### **Analysing Take-Up**

5. Details of Members' attendance levels at qualifying events and activities are held on a central database within Democratic Services such events include sessions offered in the core programme, external seminars, topical briefings and in addition training offered by partner organisations such as the Police and Fire Authorities
6. Members are encouraged to notify Member Support of any qualifying events they have attended throughout the year in this instance (May 2010 to May 2011) which will impact on their personal targets.
7. The mid-year Training attendance figures can be summarised as follows:

- 5 Non Exec Members have achieved the minimum target of 8 qualifying 'sessions' to date and 4 of those have exceeded the target
- 2 Executive Members have achieved the minimum target of 12 qualifying 'sessions' to date
- All Executive Members have undertaken at least 2 qualifying events or activities to date;
- 7 Non-Executive Members have yet to undertake any qualifying events or activities so far this year;

### **Evaluating the Core Programme (including in year additions)**

8. In addition to the monitoring of take up at development events another key aspect to measuring the success and effectiveness of the development sessions on offer is measured through feedback received from attendees.
9. Details of feedback received between June and November relating to development activities included in the core programme are summarised in Annex B.

### **Summary of Feedback**

10. The Supercharged Debates session delivered by Emma Taylor 'successful speeches' was included in the programme following individual requests coming out of the PDR process for increased skills during debate both within the group and at full council. As a successful writer for television, Emma Taylor has a unique and engaging style of delivery which members appear to warm to. Feedback from all members who engaged in the training was extremely positive particularly with regard to the standard of training and the general level of interaction which was achieved with the participants. Some members commented they would be interested in more training using this particular provider.
11. In September and October York hosted two regionally funded sessions on behalf of Local Government Yorkshire and Humber. Both sessions were of excellent quality giving our own members a valuable opportunity to network and learn with officers and members from across the region. The first, an interactive workshop entitled Govern-it was a virtual reality game where officers and members divided into teams to solve complex challenges facing a virtual authority. The innovative virtual reality style was a real hit with members and officers who attended the session. The training provider Pixel Fountain have a range of 8 similar sessions to offer which members may wish to explore when planning the core programme.
12. The second regionally funded event took place in November and focused on the spending review. Of the 23 delegates from across the region 9 were from York. Much credit was given to the specialist knowledge and delivery style shown by the trainer Ian Fifield from Local Government futures. Feedback reported an extremely worthwhile session which equipped members and

officers with the necessary knowledge and practical skills to contribute to, and evaluate the results of, their authority's approach to savings identification.

13. Other sessions such as 'Making a difference in Scrutiny' and the 'Budget Overview' session were well received, however turnout at these two sessions was particularly disappointing. The Scrutiny session had only 5 members in attendance and those who attended commented on "an excellent session but not enough members present" another member commented " All scrutiny members should have this training". The Budget Overview Session also had just 5 attendees however feedback received showed it was short and to the point and aimed at the right level.

## **Options**

14. Members can:

- (i) make recommendations to Council on the level of take-up of development opportunities;
- (ii) make representations to the Member Development Steering Group on the quality and provision of the existing core programme and the provision of the 2011/12 core programme

## **Corporate Priorities**

15. Monitoring take up of development events and evaluating the core programme directly supports the Council's Corporate aim of providing of strong leadership, supporting and developing people and encouraging improvement in everything we do.

## **Implications**

16. There are no known financial, HR, legal or other implications associated with the contents of this report.

## **Risk Management**

17. In compliance with the Council's risk management strategy, there are no risks associated with the contents of this report other than if Standards Committee were not to refer this report on to Full Council, thus being in breach of the Terms of Reference for the Steering Group agreed by Full Council.

## **Recommendation**

18. Members are asked to comment on the contents of the report and in particular to make any recommendations to Full Council on the take-up of

development opportunities offered in 2010/2011

## Reason

19. In order to comply with the monitoring arrangements set out in the Steering Group's Terms of Reference as approved by Council.

## Contact Details

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Report Approved



Date 9/12/10

## Specialist Implications Officer(s)

Wards Affected:

All



For further information please contact the author of the report

### Background Papers:

None.

### Annexes:

Annex A – Summary of Evaluation of Core Programme events