

Report

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Report to:	Corporate Resources Committee
Date of Meeting:	4 March 2009
Report by:	Executive Director (Corporate Resources)

Subject:	Elected Members' Learning and Development Update
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1. Purpose of Report

1.1 The purpose of the report is to:-

- ◆ consider and approve the next stages of learning and development for elected members

2. Recommendation(s)

2.1 The Committee is asked to approve the following recommendation(s):-

- (1) that progress to date with members' learning and development be noted; and
- (2) that the areas for inclusion in the elected members' learning and development programme for 2009/2010 be approved

3. Background

- 3.1 At the Corporate Resources Committee on 7 May 2008, it was agreed that arrangements be made to develop members' personal profiles and undertake a training needs assessment on an annual basis.
- 3.2 In August 2008, all elected members were issued with their personal development profile prior to being offered the opportunity to discuss their individual training and development needs.
- 3.3 Following discussions with all elected members, development areas for individual councillors were identified, as appropriate, and recorded. Arrangements to progress those areas are underway and will be built in to the learning and development programme. Individual members will also receive feedback on specific individual development areas identified through their own profiles. As previously agreed, members will be given the opportunity to discuss and review their individual development profile on an annual basis.
- 3.4 Details of training provided from 1 April to 31 December 2008 are attached at Appendix 1 for information.
- ## 4. 2009/2010 Learning and Development Programme
- 4.1 A programme is currently being developed for 2009/2010 and will cover as far as possible suggestions identified by elected members and through consultation with Resources. A specific focus will be given during 2009/10 to the following development areas some of which were identified during the recent Audit of Best Value and Community Planning:

- ◆ Governance and Scrutiny including an update on the Councillors Code of Conduct
- ◆ Risk Management
- ◆ Performance Management and Improvement
- ◆ Community Planning
- ◆ Revenue and capital budgets and the role of elected members

4.2 The following covers a number of service specific areas where members have requested updates or where legislative change is being introduced:

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|--------------------------------|--|
| ◆ Licensing legislation update | ◆ IT developments/projects |
| ◆ The Planning Act 2006 | ◆ Clyde Gateway/Town Centres |
| ◆ Domestic abuse | ◆ External funding (including Big Lottery) |
| ◆ Housing Allocations Policy | ◆ Culture Strategy Consultation |
| ◆ Social Inclusion | ◆ Substance Misuse |
| ◆ Sustainable development | |

4.3 Specific training sessions, which have been offered previously, will also be repeated and include:-

- | | |
|--|---|
| ◆ Effective Public Speaking/
Presentation Skills | ◆ The Roles of Elected Members
(including how to manage surgeries) |
| ◆ Local Government in
Context/Operation | ◆ IT Training |
| ◆ Negotiation Skills | ◆ Diversity in Action |
| ◆ Relationships between Officials
and Elected Members | ◆ Report Content and Effective Meeting
Skills |
| ◆ Company law and membership of
outside bodies | ◆ Time Management |
| | ◆ Councillors Case Management System
(CCMS) |

4.4 Further targeted training will also be arranged on Education Appeals and on recruitment and selection procedures for those members involved in the Recruitment Panel. As always, the programme will be flexible to enable other sessions and opportunities to be provided to members as required.

4.5 Members will also be aware that the Council is involved in a Clyde Valley learning and development project and there have been some shared development opportunities offered to members across the member Councils. Continued opportunity will be taken to develop this and offered to members as appropriate. It should be noted that, at this stage, it usually involves the potential for 1 or 2 members to attend a development session offered by a partner Council.

4.6 Members will also be aware that the Improvement Service (IS) are offering briefings to members across Scotland and due account will be taken of those when developing the Council's own programme. In addition, the IS are currently piloting a members development framework and due account will be taken by the Council of the outcomes of that pilot to inform our future programme.

5. Employee Implications

5.1. None

6. Financial Implications

6.1. Any associated costs can be met through existing resources.

7. Other Implications

7.1. None

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. An initial Equality Impact Assessment has been carried out on the members' learning and development function with the conclusion that this has no adverse impacts on any part of the community covered by equalities legislation, or on community relations.
- 8.2. Consultation has taken place with elected members. Key Resource personnel have also been consulted.

Robert McIlwain
Executive Director (Corporate Resources)

16 February 2009

Link(s) to Council Objectives

- ◆ Work together to improve the quality of life of everyone in South Lanarkshire
- ◆ People Focused
- ◆ Working with and Respecting Others
- ◆ Accountable, Effective and Efficient
- ◆ Modernising and Improving

Previous References

Corporate Resources Committee of 7 May 2008

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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