Report

Report to:	**Clyde Valley Learning and Development Joint Committee**
Date of Meeting:	**7 December 2009**
Report by:	**Chair of Clyde Valley Learning and Development Project Implementation Group**

Subject:	**Development Day Outcomes**

1 Purpose of Report

1.1 The purpose of the report is to:-

♦ update the Joint Committee on the process and outcomes of the development day held on 17 November 2009

2 Recommendation(s)

2.1 The Joint Committee is asked to approve the following recommendations:-

(1) that the success of the Clyde Valley project work in reaching the long leet of the COSLA Excellence Awards for 2010 be noted;

(2) that phase two of the Clyde Valley work plan continue to be implemented and that consideration be given to additional priorities under the next phase;

(3) that the existence of sufficient funds to sustain the costs for project staff till March 2011 be noted; and

(4) that further consideration of the funding requirements beyond 2010 be addressed as a matter of urgency.

3 Background

3.1 The Implementation Steering Group had identified that it was good practice to assign some time to reviewing the project's progress, agree future priorities and address risks and issues as they arose.

3.2 A first development day was held on 19 May 2009, which was facilitated by a colleague from Fife Council. The conclusions from this event were presented to the Joint Committee at its meeting on 1 June 2009.

3.3 Having agreed to hold a further development day within the year, a follow-up was held on 17 November 2009 and was again facilitated by the same officer from Fife Council.

4 Approach

4.1 As with the previous development day an external facilitator was invited in order to allow Steering Group members to contribute to the discussion. The facilitator was given the following brief in advance:-

- review the conclusions from the development day on 19 May 2009
- consider our existing structures and modus operandi (frequency, composition and methods for the Sub Groups/Steering Group)
- financing the project this year and beyond
- evaluating our outcomes
- establishing and using our identity (through logo, branding, learning platform etc)
- how to identify our future priorities

4.2 Reviewing the conclusions of the first development day, it was clear that each of the member councils had re-iterated their commitment to the Clyde Valley project and were continuing to demonstrate this through their participation and involvement in the various strands of the Clyde Valley work.

4.3 Notable successes since the last meeting included the completion of the e-learning tendering exercise which resulted in the majority of the partners buying in to a common learning platform and opening up the possibilities for significant savings through shared e-learning development.

4.4 A further development since the last meeting was to address the issue of publicity and sharing successes. To this end, the Clyde Valley project and the joint development of the Accredited Management Development Programme were submitted to the COSLA Excellence Awards under the category of Developing the Workplace of the Future. Both were successful in reaching the long leet for the category. The next stage will be to assess the projects again in order to finalise the short leet. The results of this process will be published on 21 December 2009.

5. Developments
5.1 It was recognised that the current economic climate and the pressure on finances for all authorities at the present time would continue to drive the agenda for change and efficiency for the Clyde Valley Councils. The Steering Group therefore agreed that the discipline of producing a clearly argued business case for change should be the starting point for all of the Group's activities. This message would be passed down to each of the project Sub Groups.

5.2 The pressure on time commitments for people attending the various development groups was reviewed. It was agreed that the Implementation Steering Group would meet less frequently but that the individual Sub Groups would continue to meet on a monthly basis to ensure that plans were realised within the agreed timescales. It was also proposed that condensed versions of reports presented to the Joint Committee would be presented to the Chief Executives of the Clyde Valley Councils.

5.3 Although it was recognised that a full programme of activities and improvements was currently being implemented, the Steering Group took some time to identify further strategic priorities common to all member councils. The common areas identified for further evaluation were:-

- change management (in the context of the structural and personnel changes affecting all councils in the coming months)
- equality and diversity
- managing performance
- workforce planning
- E-learning

5.4   It was recognised that further work would be required to identify the specific learning and development implications of these issues and how they might apply in each authority.

5.5   The Steering Group agreed to identify appropriate case studies to contribute to the evaluation of benefits achieved and to continue with efforts to publicise the good practice being developed by the Group. This issue was partly in response to the high number of contact enquiries now being received by the Clyde Valley from other councils and agencies throughout Scotland.

5.6   Discussion on the sustainability of the project concluded that the key would be to continue measuring and evaluating the results achieved, with particular emphasis on savings, efficiencies and promotion of best practice to be shared throughout Scotland.

6   Employee Implications
6.1   It was recognised that the continued secondment of a project manager, development officer and administrative office was essential to ensure that the project achieves its objectives within the constraints of time and budget.

7   Financial Implications
7.1   Seconded staff costs were sustainable from existing funds till March 2011. The Group recognised, however, that further sources of funding may be required beyond this stage if the project work is to continue. This would be a priority for the Group to address in the coming year.

8   Other Implications
8.1   None.

9   Equality Impact Assessment and Consultation Arrangements
9.1   No immediate action required in terms of equality impact assessments.

9.2   All Clyde Valley member and associate member councils were invited to attend and contribute to the development day.

Gill Bhatti
Chair
Clyde Valley Learning and Development Implementation Group

25 November 2009

Previous References
Clyde Valley Learning and Development Joint Committee – Shared Services Project Review – 1 June 2009

List of Background Papers
Clyde Valley EGF Training Bid
NBSS Clyde Valley Consortium Submission Nov 06
NBSS Clyde Valley Consortium – Secondary Paper December 06

Contact for Further Information
If you would like to inspect the background papers or want further information, please contact:-
Gill Bhatti, Chair, Clyde Valley Learning and Development Project Implementation Group
Ext: 5604 (Tel: 01698 455604)
E-mail: gill.bhatti@southlanarkshire.gov.uk