

 <b>Council</b> <b>26 September 2013</b>		<b>Agenda Item No. 14</b>
<b>Title</b>	<b>Training Requirement for Councillor Dhillon</b>	
<b>For further information about this report please contact</b>	Graham Leach, Democratic Services Manager and Deputy Monitoring Officer, Telephone 01926 456114 or email graham.leach@warwickdc.gov.uk	
<b>Wards of the District directly affected</b>	None	
<b>Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?</b>	No	
<b>Date and meeting when issue was last considered and relevant minute number</b>	Council 21 August 2013	
<b>Background Papers</b>		

<b>Contrary to the policy framework:</b>	No
<b>Contrary to the budgetary framework:</b>	No
<b>Key Decision?</b>	No
<b>Included within the Forward Plan? (If yes include reference number)</b>	No
<b>Equality &amp; Sustainability Impact Assessment Undertaken</b>	No

<b>Officer/Councillor Approval</b>		
<b>Officer Approval</b>	<b>Date</b>	<b>Name</b>
Chief Executive/Deputy Chief Executive	14/102013	Chris Elliott
Head of Service		
CMT		
Section 151 Officer		
Monitoring Officer		Author of report
Finance		
Portfolio Holder(s)		
<b>Consultation &amp; Community Engagement</b>		
<p>Greta Needham, Head of Law and Governance, Warwickshire County Council Councillor Pratt, Chairman of Standards Committee and Councillor Williams, Vice Chairman of Standards Committee were provided a copy of the report on 14 October 2013.</p> <p>Councillor Dhillon and his representative were emailed a copy of the report on 14 October 2013.</p>		
<b>Final Decision?</b>	Yes	
<b>Suggested next steps (if not final decision please set out below)</b>		

1. **SUMMARY**

- 1.1 The reports seeks confirmation from Council of its intention in relation to the training requirement it imposed on Councillor Dhillon at its meeting on 21 August 2013

2. **RECOMMENDATION**

- 2.1 That Council confirms its intention in the Council Resolution on 21 August 2013 to ask the Monitoring Officer to determine appropriate training in accordance with paragraph 3.3 of the Council report, half the cost of which will be the responsibility of Councillor Dhillon.

3. **REASONS FOR THE RECOMMENDATION**

- 3.1 At Council on 21 August 2013, the Council determined, in line with recognised sanctions for Councillors, that "Training to be arranged by the Monitoring Officer for Councillor Dhillon, towards which Councillor Dhillon will be required to contribute half the cost".
- 3.2 This was understood by the Democratic Services Manager and Deputy Monitoring Officer to mean that he should determine appropriate training for Councillor Dhillon to attend in light of the Council report.
- 3.3 The Democratic Services Manager and Deputy Monitoring Officer proposed the following arrangements for Councillor Dhillon, on 13 September 2013:
- "1. Training on the Code of Conduct for Councillors, Member Officer protocol and Employee code of conduct. All of these documents are in the process of being updated so I would look for your agreement to undertake the training when it is set for all Councillors.*
  - 2. Training on Questioning skills, Public speaking and Coping with pressure/stress – This is because in your reasons for what occurred it was suggested that you "often did not think before you spoke" and at the time you were under a lot of pressure.*
  - 3. Coaching - 3 sessions to start with followed by a review by the Member Development Group – I feel this would be appropriate to help you reflect on further training requirements and your approach to stressful situations within the chamber.*

*The Member Development Group now expect the attached pre and post training questionnaire to be completed by all Councillors for each individual course. These are normally considered with your line manager, which in this instance I would advise is the Chairman of the Council which is why I have copied in Councillor Davies. These questionnaires once completed after the course, will be considered by the Member Development Group to assess the value of the courses.*

*While the Council has directed that you must contribute half the costs for these courses, I am of the view that the training outlined in 1 and 2 above will form part of wider training arrangements where it will be difficult to identify individual attendance costs. Therefore, we would only seek half the cost for coaching sessions."*

- 3.4 Councillor Dhillon responded, on the evening of 15 September, saying that he does not agree with the officer's interpretation of the Council resolution. It was his view that Council only intended him to attend training on the Code of Conduct and that he was seeking legal advice on this. This was responded to by the Democratic Services Manager & Deputy Monitoring Officer, on 16 September 2013, highlighting the decision of Council.
- 3.5 The response from Councillor Dhillon, of 15 September 2013, was followed up by the Democratic Services Manager on 30 September 2013 because no further correspondence had been forthcoming from Councillor Dhillon it was assumed that he now accepted the proposal. However on 2 October Councillor Dhillon responded that he was still awaiting legal advice on this matter. The Democratic Services Manager & Deputy Monitoring Officer responded the same day noting the content of the email and explaining that he would expect a definitive response by 12 October 2013. No further correspondence has been received from Councillor Dhillon or his legal advisor on this matter to date and therefore it is felt the only appropriate solution left would be for Council to confirm its intention of 21 August 2013.

#### 4. **POLICY FRAMEWORK**

- 4.1 **Policy Framework** – The report does not impact upon the Council's Policy Framework.
- 4.2 **Fit for the Future** – The report does not impact on Fit for the Future.

#### 5. **BUDGETARY FRAMEWORK**

- 5.1 The report does not impact on the Council's Budgetary Framework.

#### 6. **ALTERNATIVE OPTION(S) CONSIDERED**

- 6.1 There were no further alternative options considered because the report seeks clarification of Council regarding its decision on 21 August 2013.

#### 7. **BACKGROUND**

- 7.1 None.