

TO: EMPLOYMENT COMMITTEE – 24th JANUARY 2007

SUBJECT: MEMBER DEVELOPMENT REVIEWS

FROM: MEMBER DEVELOPMENT WORKING GROUP

1. PURPOSE OF REPORT

1.1 To propose an approach to development reviews for members.

2. BACKGROUND

2.1 As part of its work towards achieving the Members Development Charter and considering improvements to development for Councillors, the Member Development Group have considered an approach that could be used to enable all Councillors to have the opportunity for an annual development review.

2.2 The group feels that the start of a new Council in May is the most appropriate point at which to introduce such a scheme and have considered a number of approaches which could be used. This report sets out the principles upon which such a scheme can be developed.

3. MEMBER DEVELOPMENT REVIEW SCHEME

3.1 The following principles will underpin a development review scheme:

1. The review will be based around development needs and how to meet them. It is not about performance management of Councillors.
2. The review will not be compulsory but it will be made clear that the Council strongly encourages members to take advantage of the process
3. Training will be provided for both members undertaking the reviews and those receiving them
4. The review will be undertaken by a member of the Group, preferably the Group Leader, but in large groups other members may be involved as reviewers.
5. The review will be based on a development needs analysis and will concentrate on ways that identified needs can be met. This may be through a combination of formal training courses; seminars; visits to other Councils; one to one discussions with members and officers and working parties.

3.2 It is proposed that reviews will normally take place between February and April as this allows changes to be made to committee nominations. In a

local Election year however the reviews would be between June and August.

- 3.3 The first reviews will therefore be due to be offered between June and August 2007. This will also allow the production of a member development programme to follow on from the induction programme already planned for May to July.

4.0 **POLICY AND BUDGET FRAMEWORK**

- 4.1 The provision of training and development for Elected Members sits within the overall Council policy of being an Investor in People employer.

5.0 **RECOMMENDATIONS**

- 5.1 The Committee considers the proposals for introducing member development reviews and approves or changes as required.

Karen Pearce
Assistant Chief Executive (Personnel)
Robert Inman
Assistant Chief Executive (Members' Services)

on behalf of Members Development Group

BACKGROUND PAPERS

Employment Committee September 21st 2004

Areas in District Affected: None **Key Decision:** No

For further information about this report please contact:

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