

## APPENDIX 3

**Member Development Self-Assessment – March 2008**

Total sent out 37  
Total returned 27

1. Were you able to attend any of the training and development courses in 2007/08?

Yes  No

2. In general, did you find the training sessions

Very useful	<input type="text" value="9"/>
Useful	<input type="text" value="14"/>
Could be improved	<input type="text" value="2"/>
Poor	<input type="text" value="1"/>

3. What did you find most useful about the training?

Information obtained	<input type="text" value="21"/>
Ideas you could put into practice	<input type="text" value="9"/>
Opportunity to discuss issues with other Councillors	<input type="text" value="12"/>
Other	<input type="text" value="1"/>

Informally speaking to independent member on standards.

4. If you answered 'could be improved' or 'poor' to question 2 please indicate in which areas improvements could be made

Course content	<input type="text" value="3"/>
Course presenters	<input type="text" value="1"/>
Style of course	<input type="text" value="1"/>
Other	

- Need dynamic presentation.
- On the whole officer led sessions are better though we have had good professionals i.e. RADA; speed-reading.
- Hours too long.

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5. If you were not able to attend one or more training and development courses in 2007/08 please indicate the reason(s) why

Work/family commitments

Already attended similar courses

Unsuitable course timing

Unsuitable course content

Other

- Illness.
- Because of the new political structure and in particular the role of Executive Members the content was not directly relevant to my personal role – a single independent Member on very few Committees.

6. Are you content to hold all training courses equally between venues in Rayleigh and Rochford

Yes

No

Comments

- Civic Suite more comfortable.
- If good venues can be found the middle of the District should be used more.
- The use of the Civic Suite enables Members to have time in the Members Room to discuss issues and use the phone to contact officers at Rochford.
- Rochford training is not as good as in Rayleigh (even though the journey is double for me in mileage).
- Not Freight House in summer – too hot, no air conditioning or ventilation. St Johns Ambulance HQ in Purdeys Way OK.
- Rayleigh causes problems coming from work for daytime training and impossible for evening – once it ends I get home too late for the babysitter.
- I have no problem in using the Freight House, which seems to be disapproved of by some other Members.
- Prefer Rayleigh x 4

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## 7. How would you like training courses arranged?

In the afternoon and repeated in the evening	23
Just in the afternoon	0
Just in the evening	1
At weekends	1

## Comments

- Not attend evening sessions from choice.
- Definitely not weekends.
- I wish more Members would attend, if only to find out their views on the various subjects.
- Just in the afternoon or just in the evening is restrictive.
- Because of work commitments find all times difficult, but daytime more difficult.
- Afternoon is more convenient for me but understand that some Councillors prefer evening.
- Afternoon and evening gives chance to people working. If you are retired you can often attend the afternoon and not overcrowd the evening.
- Evenings (weekday) are the most suitable for me.
- Afternoon suits me but not all Members (work, etc.)

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**Self-Assessment of Development Needs for 2008/09**

8. What type of development opportunities would you benefit from in the future?

Chairmanship	9	for public meetings
Questioning skills	10	
Media awareness	8	
Public speaking	10	
Time management	1	
Speed reading	6	
Dealing with difficult situations/people	10	
IT	5	
Corporate priorities	11	
Budget process/financial management	10	
Procurement	6	
Performance management	6	
Risk management	11	
Code of Conduct	8	
Development Control	21	
Local Development Framework	17	
Affordable Housing and Planning	15	
Licensing and Gambling Acts	11	
Overview and Scrutiny	10	
Member Decision-making Structure and Processes	10	
Equalities and Diversity	2	
County Highways	16	
Children's/Youth Service Structure	7	

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Local Area Agreements	12
Community Safety/Anti-Social Behaviour	11
9. What type of learning do you find most useful?	
Interactive training e.g. workshops/role playing case/studies	16
Learning from others e.g. shadowing, mentoring	7
External conferences	3
Visiting other authorities to gain best practice	6
Other	
<ul style="list-style-type: none"> <li>• Find 'in-house' officer sessions best. Many outside trainers are waste of space.</li> <li>• Briefing by appropriate officer, handout for reference, questioning</li> <li>• Briefing, handouts, questions/discussion</li> </ul>	
10. Other comments	
Sustainable Housing and Economic Development – Area Committee Chairman and Executive Board member on LDF Sub.	
Avoid death by PowerPoint. 1½ hours maximum.	
More financial training – how money allocated from government – capping – balance sheet.	
As a champion I have good opportunities for training at the various meetings/conferences connected with my area of responsibility.	
As I have said before, a personal development plan tailored to my personal situation namely a single independent Member is the only relevant training.	
All of the above as and when significant new legislation comes into play.	
Member champions need more guidance. Members (especially new Members) could do with more guidance on attendance at outside bodies. This would not warrant a dedicated course. Chairing at public meetings is important.	

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All the above are useful as they change regularly. The Review Committee should be redefined to really look at the affairs taking place before decisions are made.

Member Champions need more training.

As I think I do all the training offered I am happy to do any on offer.

Some training sessions were over long and one did not offer a break. Learning needs short, focused sessions to be effective. Please can we limit training to 2 hours (2½ hours absolute maximum). After this point learning is significantly reduced (especially in the evenings!)

East Area tour – I'm not very familiar with Wakering and Barling and it appears others don't know Canewdon, Paglesham or Stambridge.