
PERSONAL DEVELOPMENT PLANS FOR MEMBERS

1 SUMMARY

- 1.1 This report contains a suggested way forward to implement personal development plans for Members.

2 BACKGROUND

- 2.1 At the previous meeting of the Committee on 4 October 2007, the Committee was advised about the contents of the Peer Review report. This suggests “the Council would benefit from targets in Member development for example, adopting the Improvement and Development Agency (IDeA) Charter. It was clear to the peer review team the Council benefits very significantly from some really good Members. However, in order to further build the capacity of the Council and maximise the talent of Members, consideration should be given to increasing the role of Members as advocates of the Council, and the profile of Member Development. This is about maximising the potential of Members through investing in their development, for example through:-

- The adoption of personal development plans for all Members.
- Attendance of Executive and other leading Members at external events in order to learn about good practice elsewhere.
- Ensuring that all Members participate in mandatory training, for example development control.
- Consideration of securing Charter Status for Member development.
- Encouraging better attendance on the full range of training sessions run internally.
- Ensuring a comprehensive approach to Member support and development.”

- 2.2 The IDeA Charter would require the implementation of individual training plans for Members. However, the Committee in October agreed that the adoption of the Charter should be deferred, but reconsidered as appropriate in the future.

- 2.3 The previous report also suggested an alternative, less bureaucratic, approach to the production of personal development plans for Members. However, in October the Committee decided to defer a decision on this, pending receipt of additional information. This report provides the information and suggests an approach to be adopted.

3 TAILORED DEVELOPMENT OPPORTUNITIES FOR MEMBERS

- 3.1 It is important, not just for Member development, but also in preparation for the forthcoming CPA inspection, to show that the Council is responding positively to external advice and learning from best practice elsewhere, by implementing an approach to personal development plans for Members.
- 3.2 It is therefore proposed that, as an initial pilot in the area of tailored development for Members, the following process is adopted for 2008/09:-
- Self-assessment questionnaire sent to Members seeking feedback on the 2007/08 training programme and details of any individual training/development required in 2008/09 (draft attached at Appendix 1). February/March 2008
 - Officers review feedback and:- March 2008
 - make provision in the 2008/09 training programme where demand is sufficient to organise a course
 - assess individual training requests from Members using the following criteria
 - contribution to corporate objectives
 - contribution to an individual Member's role on the Council (for example, whether as an Executive Board, Review Committee or Area Committee Member, or Member Champion).
 - Member training and development programme for 2008/09 produced, containing courses for general attendance and tailored training for individual Members, taking into account budget constraints, and presented to the Standards Committee for approval. April 2008
 - Individual Members then contacted about how any specific training requests may be delivered. April/May 2008
- 3.3 The use of a self-assessment questionnaire will enable complete consideration of all requests, a co-ordinated approach to the Member training programme and will ensure that the budget is not exceeded.
- 3.4 At the time of the mid-year review of the Member training programme in September/October 2008, should resources permit, it would then be possible, using the same criteria, to assess any additional individual development requests from Members made during the course of the year.

4 RESOURCE IMPLICATIONS

- 4.1 The cost of Member training is met from the Member training budget, which is set at £20,000.

5 RECOMMENDATION

- 5.1 It is proposed that the Committee **RESOLVES**

To consider adopting the process set out at paragraph 3.2

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Background Papers:-

None

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