

REPORT OF THE MEMBER LEARNING AND DEVELOPMENT WORKING GROUP

1 MEMBER TRAINING ARRANGEMENTS

The Working Group has two areas of concern that it wishes to be considered:

- 1.1 The late publication of training dates for the municipal year can make engagement of external trainers difficult.
- 1.2 At present some internal officers deliver training to Members. It was recognised by the Working Group that training on how to deliver and present a training session was not available to those officers, which it felt placed unfair pressure on them. Although knowledge of their subject matter was not in doubt, the lack of training in this area had caused difficulties. Members had sometimes felt that the time spent at some of these sessions was not a productive use of their time.
- 1.3 A former lecturer in Educational Studies had offered their services to run this training free of charge; however, training of officers is the responsibility of Human Resources (HR) and they had declined the offer. HR has advised that 'train the trainer' training would be looked at as part of the staff development programme but that this is in the early stages of planning.
- 1.4 If this issue is not addressed by September this year, the Working Group feels it will have to rely solely on external trainers to deliver the training in the 2020/21 programme and thus will need an increased Member Training budget.
- 1.5 It is proposed that the Committee **RESOLVES**
 - (1) To recommend to the Portfolio Holder for Governance that draft dates for Member training are available before the end of the preceding calendar year.
 - (2) To recommended to the Managing Director that internal trainers are provided with appropriate training to enable them to present their knowledge to Members.

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