

CHESHIRE FIRE AUTHORITY

MEETING OF : CHESHIRE FIRE AUTHORITY **ITEM: 3**
DATE : 18 APRIL 2012
REPORT OF : HEAD OF LEGAL AND DEMOCRATIC SERVICES
AUTHOR : JOANNE SMITH

SUBJECT: **Member Development Strategy 2012-14**

Summary

1. The Member Training and Development Group (MTDG) works with Officers to develop the future direction of member development in the Fire Authority and that member development programmes were developed in line with the Authority's Member Development Strategy and both Members' and the Service's needs.
2. The MTDG has met to discuss the content and format of the Strategy and the final draft was presented to the 21 March meeting. This report contains the Strategy agreed by MTDG and recommended to the Fire Authority.
3. The initial Member Development Strategy covered the period from 2010 to 2012 and provided a framework for the establishment of the key principles of member development in line with the North West Charter for Elected Members – Level 1. The Strategy for 2012-14 focuses on maintaining the standards already achieved, continuous improvement, development of current provision and working towards the attainment of Level 2 of the Charter.

Recommended That:

[1] the draft Member Development Strategy 2012 -14 be approved (attached at Appendix 1)

Background

4. Members approved the Member Development Strategy for 2010-12 at the Fire Authority meeting held on 14 April 2010 following a recommendation from the MTDG. The MTDG agreed in their work programme for 2011/12 that an outline strategy to cover the period from 2012-2014 would be formulated and agreed at its January meeting with a view to approving the Strategy in March for submission to CFA.

5. The outline of the Strategy was discussed by the MTDG in January 2012 and it was agreed that the Democratic Services Manager would complete the Member Development Strategy and present the final draft to the next MTDG meeting. The MTDG agreed that attached Strategy (Appendix 1) for approval by the Fire Authority.
6. The Strategy sets out how the Fire Authority will further develop its elected Members to ensure that they are effective in fulfilling their roles and responsibilities. It provides a framework for future Member support and development and will promote continuous improvement and development.
7. The Strategy will provide a structured framework for the delivery of the Member Development and Induction Programme and individual Members needs will be identified through the Personal Development Review process.

Member Development Programme 2012/13

8. The Member Development Programme for 2012/13 will be presented to Cheshire Fire Authority for approval in June 2012. The Programme will be drawn up based on inputs from several sources such as central Government initiatives, Officer/Member suggestions, budget and IRMP proposals, Members Personal Development Plans (PDPs). All activities provided will be consistent with, and support the Fire Authority's Strategy and Service Policies.

Personal Development Plans

9. All Members have now completed their Personal Development Interviews and PDPs for 2012/13 have been sent to all Members. The Learning and Development Manager has developed a programme to deliver the identified training needs and will be working with Democratic Services to implement the programme. Members will be contacted individually with either the date of the course/event, details of how to access the relevant e-learning modules or offered an alternative learning method, as appropriate.

Financial Implications

10. The costs of implementing the Strategy will initially be met from within the existing budget. The Strategy will assist in ensuring that resources are used to deliver a more effective Member Development Programme that has been developed to meet Members' needs to carry out their roles and responsibilities for the Authority. The need for any additional training resources as the objectives in the implementation plan are progressed will be monitored during the year.

12. The cost of delivering Members PDPs will be met from within the existing budget allocation for member development. The need for any additional resources as the programme is developed will be monitored during the year and the delivery of the programme will need to be prioritised accordingly.

Legal Implications

13. There are no specific legal requirements arising from this report. However Member Training will assist Members when making decisions that ensure the Fire Authority meets its statutory requirements.

Equality & Diversity Implications

10. An Equality Impact Assessment has been completed and there are no specific E&D implications. However Equality and Diversity Training for Members is now included in the Induction Programme for new Members to be carried out within the first 6 months of joining the Authority and as a core module on the Member Development Programme.

Environmental Implications

11. There are no specific environmental implications arising from this report. Environmental Awareness Training for Members is now included in the Induction Programme for new Members and updates will be considered for inclusion in any future Member Training Programmes.

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BACKGROUND PAPERS: