

ISLE OF ANGLESEY COUNTY COUNCIL	
MEETING:	STANDARDS COMMITTEE
DATE:	31 October 2012
TITLE OF REPORT :	MEMBER DEVELOPMENT
REPORT BY :	SENIOR HUMAN RESOURCES DEVELOPMENT OFFICER
CONTACT OFFICER :	MIRIAM WILLIAMS (ext 2512)
PURPOSE OF REPORT :	TO PROVIDE AN UPDATE OF THE PROPOSED MEMBER DEVELOPMENT PLAN (MDP) FOR 2012/13 AND THE PERSONAL DEVELOPMENT REVIEW PROCESS (PDR)

Background

At the last Standards Committee meeting, an update report was provided on the Member Development Plan for 2012/13 together with an update on the progress made with regards to the Personal Development Review [programme](#).

This report provides further [details](#) on the progress made to date.

Member Development Plan (MDP)

At the last meeting of the Member Development Workgroup (MDWG) it was recognized that there is a need to concentrate efforts on ensuring that an Induction plan is in place in preparation for the elections due in 2013 and work to this end has already commenced.

It is important to note however that whilst training needs will [continue](#) to be identified/ arranged as required, events will be limited due to the imminent elections.

Since the last meeting of the Standards Committee, the development plan has been revised to include [training](#) as identified by the Finance team specifically for the Audit Committee; Regional Induction sessions have been offered to all Elected Members and specific sessions arranged for members of the Planning Committee.

See copy of amended plan in appendix 1.

Personal Development Reviews (PDR)

Following on from the pilot, three PDR sessions were organised during September/October to enable those Elected Members not involved in the initial launch, to gain an understanding of the procedure/paperwork and participate in the process. Sixteen members attended, nine did not, however of those, four sent apologies.

It is now anticipated that the review meetings will be completed by the end of November 2012 and feedback on the process will be sought as previously.

Following on from this, it is anticipated that the PDR process will then be fully adopted as part of the Elected Members annual development with an expectation that the process will be truly embedded prior to the 2013 elections.

Role of the Member Development Workgroup

Due to the changes highlighted in the Local Government Wales Measure (2011), the role/membership of the existing MDWG is now unclear in terms of Elected Member development. A review of the situation and a decision is required as to whether the group continues in its current format.

Where to now?

- To continue to review and update the MDP as required
- To make arrangements to collate feedback from the PDR process by end November 2012
- To establish the future role/membership of the MDWG
- Due to the limited development sessions being arranged, recommend that an update be provided to the Standards Committee in March 2013

Miriam Williams
Senior Human Resource Development Officer
October 2012

**CYNLLUN DATBLYGU AR GYFER AELODAU ETHOLEDIG/
DEVELOPMENT PLAN FOR ELECTED MEMBERS
EBRILL/APRIL 2012 – MAWRTH/MARCH 2013**

PWNC SUBJECT	PERSONOL,TECHNEGOL,TG PERSONAL,TECHNICAL,IT	CYNULLEIDFA AUDIENCE	DARPARWR PROVIDER	DYDDIAD DATE	COSTAU COSTS
Cynlluniau Datblygu Personol/ Personal Development Plans	Personol/Personal	Aelodau ddim yn rhan o'r cynllun peilot gwreiddiol/Members not part of the initial pilot scheme	Sarah Titcombe CILIC/WLGA	Ebrill/ April 2012	Dim/Nil
Ymwybyddiaeth Amddiffyn Plant ac Oedolion Bregus/ Child Protection and Vulnerable Adults Awareness X3 sesiwn	Technegol/ Technical	Holl Aelodau Etholedig All Elected Members	Mewnol/ Internal	Ebrill/ April 2012	£68 cyfieithu + x4 swyddog Costau Staff/ Staffing costs
“Gweithio Gyda’n Gilydd” – Gweithdy 1 “Working Together” - Workshop 1	Personol/ Personal	Holl Aelodau Etholedig All Elected Members	Ymgynghorwyr Hay Consultants	Mai/ May 2012	I'w gadarnhau/ To be confirmed

PWNC SUBJECT	PERSONOL,TECHNEGOL,TG PERSONAL,TECHNICAL,IT	CYNULLEIDFA AUDIENCE	DARPARWR PROVIDER	DYDDIAD DATE	COSTAU COSTS
Diweddaru Trwyddedu/ Licencing Updates	Technegol/Technical	Pwyllgor Trwyddedu – ar y cyd gyda Cyngor Sir Gwynedd/ Licencing Committee Members - jointly with Gwynedd Cty Council	Phil Karvin	Mai/ May 2012	£1500
Sesiwn Cydweithio CLILC – Gweithdy 1 - Cyflwyniad / WLGA Collaboration Workshop 1 – Induction	Technegol/Technical	Holl Aelodau Etholedig All Elected Members	Cynghorau Gogledd Cymru/ North Wales Authorities	Mehefin/ June 2012	I'w Gadarnhau/ to be confirmed
“Gweithio Gyda’n Gilydd – Gweithdy 2 “Working Together” - Workshop 2	Personol/Personal	Holl Aelodau Etholedig All Elected Members	Ymgynghorwyr Hay Consultants	Mehefin/ June 2012	I'w Gadarnhau/ to be confirmed

PWNC SUBJECT	PERSONOL,TECHNEGOL,TG PERSONAL,TECHNICAL,IT	CYNULLEIDFA AUDIENCE	DARPARWR PROVIDER	DYDDIAD DATE	COSTAU COSTS
“Gweithio Gyda’n Gilydd – Gweithdy 3 “Working Together “ - Workshop 3	Personol/Personal	Holl Aelodau Etholedig All Elected Members	Ymgynghorwyr Hay Consultants	Gorffennaf/ July 2012	I'w Gadarnhau/ to be confirmed
Diweddariad Cynllunio/ Planning Updates	Technegol/ Technical	Aelodau o'r Pwyllgor Cynllunio/ Planning Committee Members	Allanol/ External	Gorffennaf/ July 2012	£2000
Datblygiad Tyrbinau Gwynt/ Wind Turbine Developments	Technegol/Technical	Aelodau o'r Pwyllgor Cynllunio/ Planning Committee Members	Mewnol/ Internal	3 Medi/ September	Dim/ Nil

PWNC SUBJECT	PERSONOL,TECHNEGOL,TG PERSONAL,TECHNICAL,IT	CYNULLEIDFA AUDIENCE	DARPARWR PROVIDER	DYDDIAD DATE	COSTAU COSTS
Sesiwn Cydweithio CLILC – Gweithdy 2 - Cyflwyniad / WLGA Collaboration Workshop 2 – Induction	Technegol/ Technical	Holl Aelodau Etholedig/ All Elected Members	Cynghorau Gogledd Cymru/ North Wales Authorities	7 Medi/ September 2012	Dim/ Nil
Hyfforddiant Aelodau Pwyllgor Archwilio/ Audit Committee Members' Training	Technegol/ Technical	Holl aelodau'r Pwyllgor Archwilio/ All members of the Audit Committee	Pricewaterhous e Coopers LLP	12 Medi/ September 2012	Dim/ Nil
Hyfforddiant Adolygiad Datblygiad Personol/ Personal Development Review Training	Personol/Personal	Holl Aelodau Etholedig/ All Elected Members	Sarah Titcombe CLILC/WLGA	17 & 18 Medi/Sept. & 2 Hydref/Oct	Dim/Nil
Rheoli Trysorlys/ Treasury Management	Technegol/ Technical	Holl aelodau'r Pwyllgor Archwilio/ All members of the Audit Committee		16 Hydref/ October 2012	Dim/Nil

PWNC SUBJECT	PERSONOL,TECHNEGOL,TG PERSONAL,TECHNICAL,IT	CYNULLEIDFA AUDIENCE	DARPARWR PROVIDER	DYDDIAD DATE	COSTAU COSTS
Sesiwn Cydweithio CLILC - Cyflwyniad / WLGA Collaboration Workshop - Induction	Technegol/ Technical	Holl Aelodau Etholedig/ All Elected Members	CLILC / WLGA	2 Tachwedd/ November 2012	Dim/ Nil
Rheoli Risg/ Risk Management	Technegol/ Technical	Holl aelodau'r Pwyllgor Archwilio/Sgriwtini/ Gwaith All members of the Audit /Scrutiny and Executive Committees	Zurich	6 Tachwedd/ November 2012	
Diweddariad Cynllunio/ Planning Updates	Technegol/ Technical	Aelodau o'r Pwyllgor Cynllunio/ Planning Committee Members	Allanol/ External	Tachwedd/ November 2012	£2000?
Cyhoeddi Cofrestrau Stadudol ar Ieini/ Online Publishing of Statutory Registers	Technoleg Gwybodaeth/ Information Technology	Holl Aelodau Etholedig/ All Elected Members	Mewnol/ Internal	Hydref/ Autumn 2012	Costau Staff/ Staffing costs

PWNC SUBJECT	PERSONOL,TECHNEGOL,TG PERSONAL,TECHNICAL,IT	CYNULLEIDFA AUDIENCE	DARPARWR PROVIDER	DYDDIAD DATE	COSTAU COSTS
“Manual For Streets”/”No Place like Home”	Technegol/ Technical	Aelodau o’r Pwyllgor Cynllunio/ Planning Committee Members	I’w Gadarnhau/To be confirmed	I’w Gadarnhau/ To be confirmed	?
Design Review Service *	Technegol/ Technical	Aelodau o’r Pwyllgor Cynllunio/ Planning Committee Members	Cindy Harris, Head of Design Review Design Commission for Wales	I’w Gadarnhau/ To be confirmed	£1000
Diweddariad Materion Cynllunio Planning Updates	Technegol/ Technical	Aelodau Pwyllgor Cynllunio/Planning Committee Members	Allanol/ External	Mawrth/ March 2013	£2000?
Final Accounts	Technegol/ Technical	Audit Committee	PWC	TBC	Dim/Nil

PWNC SUBJECT	PERSONOL,TECHNEGOL,TG PERSONAL,TECHNICAL,IT	CYNULLEIDFA AUDIENCE	DARPARWR PROVIDER	DYDDIAD DATE	COSTAU COSTS
IT Skills	Technoleg Gwybodaeth/ Information Technology	Holl Aelodau Etholedig/ All Elected Members	Mewnol/ Internal	Fel yr adnabyddir/ As and when identified	Costau Staff/ Staffing costs
E Ddysgu/ E Learning	Technoleg Gwybodaeth/ Information Technology	Holl Aelodau Etholedig/ All Elected Members	Mewnol/ Internal	Fel yr adnabyddir/ As and when identified	?
Local Government Measure	Technegol/ Technical	Holl Aelodau Etholedig/ All Elected Members	Sarah Titcombe	I'w gadarnhau/ To be confirmed	Dim/Nil
Diogelu Data/Ymwybyddiaeth Materion Cyfrinachedd/ Data Protection/ Confidentiality Awareness	Technegol/ Technical	Holl Aelodau Etholedig All Elected Members	Partnership working with Gwynedd?	I'w gadarnhau/ To be confirmed	Costau Staff/ Staffing costs

PWNC SUBJECT	PERSONOL,TECHNEGOL,TG PERSONAL,TECHNICAL,IT	CYNULLEIDFA AUDIENCE	DARPARWR PROVIDER	DYDDIAD DATE	COSTAU COSTS
Sgiliau Cadeirio/ Chairing Skills	Personol/Personal	Holl Aelodau Etholedig/ All Elected Members	Allanol/ External	Fel yr adnabyddir/ As and when identified	I'w gadarnhau/ To be confirmed
Cyfes o Sesiynau Sgriwtini/ Series of Scrutiny Sessions	Technegol/Personol Technical/Personal	Aelodau Pwyllgorau Sgriwtini/ Members of Scrutiny Committees	Mewnol/ Internal	Fel yr adnabyddir/ As and when identified	Costau Staff/ Staffing costs

Mae'r Cynllun yma yn seiliedig ar wybodaeth wedi ei gasglu gan Comisiynwyr/Adrannau/Cynlluniau Datblygu Personol, Aelodau Etholedig.

Bwriedir i'r cynllun gael ei ddiwygio'n briodol fel mae blaenoriaethau'n newid ac bydd yn ddibynol ar argaeledd cyllidebau i'w gefnogi.

This Plan is based on information collated from Commissioners/Departments/Personal Development Plans for Elected Members.

The intention is that the plan is amended appropriately as priorities change. The plan is also dependent on availability of budgets to support.