

<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>MEETING:</b>	DEMOCRATIC SERVICES COMMITTEE
<b>DATE:</b>	30 JANUARY 2014
<b>TITLE OF REPORT :</b>	MEMBER DEVELOPMENT
<b>REPORT BY :</b>	SENIOR HUMAN RESOURCES DEVELOPMENT OFFICER
<b>CONTACT OFFICER :</b>	MIRIAM WILLIAMS (ext 2512)
<b>PURPOSE OF REPORT :</b>	TO PROVIDE AN UPDATE ON THE PROGRESS OF MEMBER DEVELOPMENT

## **1 BACKGROUND**

The purpose of this report is to provide the Democratic Services Committee with an update on the progress of the development opportunities offered to Elected Members since their election in May 2013.

## **2 MEMBER TRAINING AND DEVELOPMENT PLAN**

The Development plan for 2013/2014 presented to the Full Council and adopted in May 2013, is an evolving document, which is amended to reflect the needs of both Elected Members and the Authority.

It is acknowledged that the initial months following the elections, was a very intense period for Elected Members in terms of training. The training offered included sessions for both Elected Members and Lay Members (where appropriate), additionally some sessions have also been arranged for Town and Community Councils on the Code of Conduct.

Training has been delivered by both officers and external providers (through the WLGA) and costs have been limited in the main to refreshments/hire of rooms/translation services.

The majority of the training identified on the development plan has been completed, although some sessions have been postponed due to lack of numbers and these are to be re-scheduled, whilst some un-planned sessions have been included to address ad-hoc requests e.g. general overview of planning processes/procedures offered to all Elected Members.

A total of 34 formal sessions have been organised between May and December 2013. In addition a number of individual sessions have also been arranged for Elected Members on the use of iPads/ICT needs (these have not been recorded). Details of training offered/attended is recorded on Elected Members' personal records.

At the end of each training session, Elected Members are requested to complete evaluation sheets and the feedback collated assists in establishing whether the training meets the needs of the Members and also to identify whether additional training is required. Where training sessions are arranged by the Corporate Human Resource Team, the feedback is documented.

It is understood that despite the initial volume of sessions offered being quite burdensome, the training has in the main, been welcomed.

### **3 PERSONAL DEVELOPMENT REVIEWS(PDR) FOR MEMBERS**

As previously reported, the Authority is committed to further support Members in their roles, by introducing Personal Development Reviews (PDR), this will also meet the requirements of the Wales Charter for Member Support and Development.

The Reviews are an important element of Member Development and contribute towards updating tailored plans for individual Members and the Council's wider Development Plan. This process will also assist in identifying any mentoring support that may benefit the work of Members.

The individual review meetings are due to be completed by the end of January. Feedback from these sessions are to be provided to the Senior HR Development Officer in order that individual training needs can be addressed and generic needs can be included in the overarching annual Development Plan.

**Miriam Williams - Senior HR Development Officer**  
**January 2014**