

<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>MEETING:</b>	DEMOCRATIC SERVICES COMMITTEE
<b>DATE:</b>	17TH DECEMBER 2012
<b>TITLE OF REPORT :</b>	MEMBER DEVELOPMENT
<b>REPORT BY :</b>	SENIOR HUMAN RESOURCES DEVELOPMENT OFFICER
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<b>PURPOSE OF REPORT :</b>	TO PROVIDE AN OVERVIEW ON MEMBER DEVELOPMENT ISSUES

### **Background**

The purpose of this report is to provide the Democratic Services Committee with an overview of the progress made in the last two years with regards to Member Development training.

### **Member Development Workgroup (MDWG)**

The MDWG was set up during the recovery period for the Authority and the group were tasked specifically to drive all aspects of member development, acting as a focus for the needs of members.

Members of the original group consisted of two Elected Members (one of whom was elected as Member Development Champion); Member of the Standards Committee; Monitoring Officer; Training and Development Manager and Sarah Titcombe from the WLGA (advisory capacity).

The role of Participants was to:

- Represent the needs of all members, liaising with committees and group leaders as necessary
- Undertake practical development of plans and strategies
- Champion member development throughout the authority
- Monitor the action relating to member development

The role of the Champion was to:

- To champion the cause of member development among the wider member body
- To represent the needs of all members for development

- To champion the member development programme
- To represent Anglesey on the Member Development Champions Network facilitated by the WLGA

In addition, the MDWG were required to report to Full Council and/or Standards Committee (SC) as relevant and also Leader/Groups.

In the latter term of the group's existence, the membership was extended to include the Scrutiny Manager plus also the responsible Commissioner.

A series of development plans have been produced during this time and input from a variety of sources e.g. statutory requirements; Members individual requests etc have all contributed towards these plans. The plans produced are naturally "working documents" which are regularly reviewed/updated to meet the needs of the Authority/Elected Members.

Details of all training co-ordinated through the Human Resource Service have been recorded which include feedback on specific sessions/details of attendance etc. Elected Members individual personal training records are regularly updated to reflect the training offered/attended.

Since its inception, regular reports have been provided to the SC from the working group and a recent request has been received to draft an Induction plan for Existing/New Members in preparation for imminent elections in May 2013. Input is required from all departments to ensure that the plan is as current as possible.

To demonstrate the Authority's commitment to member development, the organisation has in the last year introduced Personal Development Reviews for all its Elected Members. This process enables individuals to provide feedback on their own development needs/experiences in specific roles, which it is hoped will provide valuable input into creating future development plans for the Authority.

In addition to this commitment, the Authority is also eager to apply for the Member Development Charter status which provides recognition of the development/support that Elected Members receive in their roles. In order to progress with this application, it will be necessary for the Authority in the first instance to carry out a self-assessment to highlight "where we're at" in terms of the requirements.

### **Moving Forward**

The changes highlighted in the Local Government Local Measure (2011) mean that the responsibility for the development of members has now been transferred to the Democratic Services Committee, the work of the MDWG has by now ceased.

Naturally, the commitment of the Human Resource Service to arrange and support training for Members, continues.

**Miriam Williams - Senior HR Development Officer  
December 2012**