

COMMITTEE REPORT

CONSTITUTION AND MEMBERS' DEVELOPMENT COMMITTEE

19 JANUARY 2018

MEMBER DEVELOPMENT SKILLS FRAMEWORK

HEAD OF LEGAL AND DEMOCRATIC SERVICES

PURPOSE OF THE REPORT

1. To consider adopting the attached Member Development Skills Framework for all elected Members which will support the previously agreed Member Development Policy for 2017/2018.

BACKGROUND

2. At the Constitution and Members Development Committee held on 11 November 2016, it was agreed that a Skills Framework for Members be introduced which would help identify individual development needs around the following competencies.
 - local leadership;
 - partnership working;
 - communication skills ;
 - political understanding
 - scrutiny challenge; and
 - regulating and monitoring
3. The above competencies form part of the Local Government Associations (LGA) Political Skills Framework which sets out the key knowledge and skills needed to support new and experienced councillors in their efforts to develop the knowledge and skills to be effective in their role.
4. Much of the framework will be delivered internally and Members would still in part be supported by officers within Democratic Services, however one key element in delivering the framework would be through self-reflective learning undertaken by the Councillors themselves i.e. e-learning, shadowing and coaching.
5. This may also be supported by attendance at some external events such as the LGA leadership academy or events arranged locally, collaborating with other local authorities to minimise cost.

6. In order to attend external events such as the Leadership Academy (which incur greater costs), members would need to meet certain criteria before attendance is approved i.e. shown that the events is relevant to their portfolio / role and have undertaken a personal development plan.
7. A Member Development Programme has been designed to support the Member Development Skills Framework and will be a live working document which can be added to at any time. The Programme will identify which element of the skills framework the event is aimed at supporting. The Programme will be implemented from approval.
8. If approved, the Member Development Skills Framework, including the introduction of Members' Personal Development Plans, with associated feedback will be implemented from May 2018.

FINANCIAL CONSIDERATIONS

9. The current allocation within the Members' budget for training and development is £20,000 to cover the costs of additional training that will need to be provided through the proposed Member Development Skills Framework.

RECOMMENDATION

10. That Members approve the Member Development Skills Framework, and the implementation of the Member Development Programme with immediate effect with the exception for the introduction of Members' Personal Development Plans with associated feedback; with a proposed implementation date of May 2018.

BACKGROUND PAPERS

11. Copy of the draft Member Development Skills Framework and the Member Development Programme for 2017/2018.

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