

report

meeting	NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY	
	POLICY & STRATEGY COMMITTEE	
date	22 May 2006	agenda item number

REPORT OF THE CHIEF FIRE OFFICER

ELECTED MEMBER DEVELOPMENT

1. PURPOSE OF REPORT

The purpose of this report is to ask that the Policy and Strategy Committee approve a series of activities in order to identify and progress Elected Member training and development opportunities

2. BACKGROUND

- 2.1 The recent report on the Comprehensive Performance Assessment (CPA) for Fire and Rescue Services identified the need nationally for Elected Members to be developed to perform their role. Within a wider comment on governance, Member training was identified as a key area for focus.
- 2.2 In order to ensure that Members of Nottinghamshire and City of Nottingham Fire and Rescue Authority have the opportunity to access a planned programme of training and development activities, it is proposed that a series of actions be undertaken which will enable a better understanding of their development needs. These development activities once identified will be specifically designed to support Elected Members in the achievement of their objectives as Members of the Fire & Rescue Authority.

3. REPORT

- 3.1 An understanding of the expectations, roles and responsibilities is essential in assisting Fire & Rescue Authority Members to effectively carry out their duties. In order to ensure that Members are supported in all of these activities, it has been identified that a structured approach to their development requirements would be beneficial.
- 3.2 It is acknowledged that there will be considerable areas whereby Elected Members feel confident and skilled when undertaking these duties. However, as the demands of scrutiny and best value along with issues such as the move to the new governance arrangements it is acknowledged that there may be areas where Members feel it is appropriate to the organisation to offer more structured support – whether that be in

the shape of formal training and development, or perhaps in a less formal fashion perhaps through information gathering sessions.

3.3 It is envisaged that areas for training and development for those Members who choose to take part may cover areas both relating to the achievement of organisational goals, but which may also include aspects such as a revised induction process for new Members of the Fire & Rescue Authority, as well as an ongoing programme of a more generic nature. Additionally it could include a commitment to undertake confidential personal development planning and reviews (PDP) activities. The adoption of this type of process would enable a much more focused approach to individual development requirements.

3.4 The establishment of a clear understanding of expectations both personal and organisational is the starting point for any of the above activities if they are to be meaningful. As such it is proposed that a proportion of the development day for Elected Members scheduled for early July (a date is yet to be finalised) be given over to a small number of discussion groups whereby Members can offer their views and suggestions.

4. FINANCIAL IMPLICATIONS

There are no financial implications immediately arising from this report however, it is envisaged that costs relating to the introduction of a structured Member Development Programme will be incurred. As they are identified they will be the subject of a further report. It is also anticipated that these costs can be contained within the Training budget.

5. PERSONNEL IMPLICATIONS

There are no personnel implications arising from this report

6. EQUALITY IMPACT ASSESSMENT

An initial impact assessment has revealed no specific equality issues arising from this report.

7. RISK MANAGEMENT IMPLICATIONS

Elected Member development was identified through the Comprehensive Performance Assessment as an area for improvement. Failure to show progress in addressing this area could result in further criticism for the Authority.

8. RECOMMENDATIONS

It is recommended that Members:

8.1 Approve the proposal to pursue a structured approach to Elected Member Training and Development which may include aspects such as the development of a Training Needs Analysis, a review of the Induction process for Elected Members and the opportunity for confidential Personal Development Planning and Reviews

8.2 Agree that first part of this work should include the establishment and agreement of a series of 'role expectations' statements

9. BACKGROUND PAPERS FOR INFORMATION

- Fire & Rescue Service CPA 2005 – Audit Commission

Paul Woods
CHIEF FIRE OFFICER

CONTACT OFFICER	
Name :	Judi Beresford
Tel. No :	01623 835999
E-mail :	judi.beresford@notts-fire.gov.uk