

Cumbria Police Authority

**Personnel Committee
21 July 2010
Agenda Item No 7**

Report by the Acting Chief Executive

MEMBER DEVELOPMENT

Background

This report provides details of the outcomes of recent Member development meetings, including an updated plan for training for the rest of the year and details of development and support provided in the past 3 months.

Recommendation

It is recommended that Members:

- (i) Discuss and agree the proposals for future training;
- (ii) Discuss the development of succession planning for Authority Members.

Member Development Meetings

Member Development Meetings have proved to be a beneficial process for all involved and the process has run successfully. All Members have now had their Member Development Meetings. The Chairman's meeting was held with the Vice-Chair of the Authority and the Lead Member for Member Development. The process has provided an opportunity for Members to discuss areas where they would like support or further information, some of which had not been identified previously. Requests for formal training reflected those areas within the existing Training Plan for the year (see Appendix 1). Training or support on ensuring value for money was also suggested as potentially beneficial for Members, particularly in the present economic circumstances and in light of the Government's emerging priorities. Opportunities for delivering this will be explored. Many Members expressed their willingness to act as a mentor for other Members and it appears that this would be beneficial as a more informal way of developing knowledge, confidence and skills, not just for new Members but also for existing Members. Discussions will therefore be held with local councils in the county about what support or training could be provided to Members to develop that role in time for the possible recruitment of new independent members in 2011. These areas can be added to the training plan once their potential value has been assessed.

Where methods of support other than formal training are available and more appropriate, which was the case in the majority of cases, or a request does not seem a priority, this will be discussed with the Member. The Lead Member for Member Development will be provided with anonymised information on what requests have been made and the proposed action. This is intended to ensure that decisions made by the Authority Team are fair and appropriate but without the confidential discussions of the meetings being revealed.

The meetings were also an opportunity to look at Members' current roles and where they would like to develop these in the future. This proved beneficial as a number of members have expressed a willingness to change roles, take on new ones or step back from current ones. There is an opportunity now to plan for the future, including the potential departure of some independent members when their term comes to an end in 2011, and to align skills to roles. Should Members agree, Officers will approach the Members involved to discuss succession planning. Again, as the information discussed in the interviews was confidential, this will not be shared with other Members unless the individual involved has agreed.

Another added benefit of the meetings was opportunity for members to share their thoughts on how the Authority is working, its future and any concerns that could not express in a group. These are being collated and will be shared with the Chairman, to propose or discuss with Members at an appropriate point. Again, this will ensure the confidentiality of the discussions in the meeting.

Member Training Plan

Appendix 1 shows progress made against the Training Plan since the last meeting of this Committee. This report has been shortened to focus on the area of training and progress made. Further details of the content of the Plan can be provided on request. As discussed at the last meeting, the arrangement of most of the formal training was put on hold until the completion of Member Development Meetings, to ensure that priority areas could be targeted. Opportunities for joint training with other authorities continue to be explored, including the joint risk management training to be held on 16th July. Members who have moved onto new committees will be provided with appropriate briefings or training. In addition, more experience visits will be arranged during the next few months to reflect areas of need identified by Members.

Stuart Edwards
Acting Chief Executive

2nd July 2010

Background papers: Member Development Policy and Plan

Public Feedback: No direct feedback received

Race and Diversity Implications: The Police Authority recognises its responsibility to provide all Members equal access to training and development opportunities in accordance with equal opportunities legislation.

Human Rights Implications: Support is required for Members to ensure they can fulfill their obligations in relation to monitoring Human Rights.

Strategic Risk Implications: If Members do not receive adequate support, they will not have the skills and knowledge to carry out their role effectively.

Financial Implications: The Authority has a dedicated budget for Member development and any support agreed through the Member Development Meeting process will need to be provided within that or the budget for attendance at conferences and seminars.

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Member Development Plan 2009-10- Progress Update

Colour scheme:

Progress Grading	Colour
Completed	Green
Partially completed or on target (Some Members have received training or training is being arranged)	Brown
Not on target (no Members have received training and training is not planned yet)	Red
Not yet started (postponed until a more appropriate time)	Blue

Skill or Knowledge	Progress at 2nd July 2010
1. Member pre-induction course reading package	Completed for all new members
2. Member Induction Day	Completed for all new members
3. Refresher training	Held on March 2 nd and attended by 7 Members.
4. Strategic Risk Training	Training was provided on 16 th September 2009. 15 Members have completed this training. The remaining 2 Members were briefed on their risk management responsibilities as part of their induction. More detailed joint training with North West police authorities on risk management is being held on 16 th July and will be attended by 7 Members.
5. Governance	Training was held on 16 th September 2009. 11 Members have received this training. All Members have been provided with the course material. It is not proposed to hold this training again within Cumbria as there is only 1 (experienced) Member of Governance Committee who has not had this training. However, opportunities will be pursued with other authorities where they also have a need for this training.

Skill or Knowledge	Progress at 2 nd July 2010
6. Code of Conduct	3 Members received training in-house on 13 th November. 2 Members will receive training from the Authority on 14 th April. A briefing was included in new Members' initial induction. Options for training the 2 remaining Members are being investigated. All other Members received training in December 2008/January 2009 or November 2007.
7. Performance Scrutiny	Performance Scrutiny Training (based on the APA's 'Can you Manage it?') on 10 th September 2009 was attended by 12 Members. 2 other Members attended Can You Manage it? Training in 2003. A briefing was held for new Members of Policing Plan and Performance Committee before its meeting on 30 th November. Authority Officers are working with individual committee chairs to develop the focus of their committee's scrutiny (for example, Communities, Equalities and Diversity Committee) Opportunities to attend 'Can You Manage It?' Training have been offered to Members of Policing Plan and Performance Committee who have not had this training but involved 3 days out of the county so this was not convenient.
8. IQuanta	4 Members with access to IQuanta (Policing Plan and Performance Committee members) received a briefing on 11 th May. Another briefing will be arranged for the remaining members in the autumn.
9. Handling of Complaints	A briefing on the handling of complaints was held on 4 th February. A briefing on complaints and the new misconduct codes for police officers and staff was given in the January Members' seminar.
10. Equality and Diversity	All Members have completed race and diversity training.
10. Equality Impact Assessment Training	12 Members have completed this training. A new process has been adopted so discussions are being held with the Constabulary on further training, which Members have said they would prefer to do with the Constabulary.
11. Dealing with the Media	A briefing was held for all Members in March 2009. Media Awareness training was held on 7 th December of the External Independent Members and was attended by 2 Authority Members. The Authority's Chairman and Vice Chair attended Advanced Media Training with Constabulary Chief Officers in February.
12. Charing Meetings	Training was held on 7 th May and 23 rd September 2009. 6 Members attended this, alongside 2 external Members of Standards Committee, 2 Authority officers and 4 independent custody visitors. More training will be arranged for the autumn.

Skill or Knowledge	Progress at 2 nd July 2010
13. Community Engagement	Some Members have attended Cumbria Improvement and Efficiency Partnership (CIEP) training on community engagement. A joint training session, to be run by the CIEP, is being organised by the Authority for Members and partners on 30 th July.
14. Human Rights	6 Members and 3 Officers attended joint training with other North West police authorities on 2 nd February. The Authority is working with the Constabulary to develop in-house training for the remaining Members, which is planned for October.
15. Treasury Management	Awaiting new Treasury Management Codes
16. Police Authority Inspection	Strategic Planning Event on 17 th March provided support for Members in identifying examples and answering key questions, as well as a briefing on key information about inspection. Folder of information for Members was developed and supplied to all Members. Half-day briefings were held for all Members in June and a newsletter was provided at key points in the process.