

**MAIDSTONE BOROUGH COUNCIL**

**MEMBER AND EMPLOYMENT AND DEVELOPMENT PANEL**

**WEDNESDAY 10 JULY 2013**

**REPORT OF HEAD OF HUMAN RESOURCES SHARED SERVICE**

**Report prepared by Dena Smart**

**1. MEMBER DEVELOPMENT POLICY**

1.1 Issue for Decision

1.1.1 To consider the revised Member Development Policy

1.2 Recommendation of Head of Human Resources

1.2.1 That the revised Member Development Policy is agreed for communication and implementation.

1.3 Reasons for Recommendation

1.3.1 The current version of the Member Development Policy is out of date with reference to the role of the General Purposes Group in Member Development; responsibilities changed several years ago.

1.3.2 The secondment of the Learning and Development Manager to East Kent prompted a move of the responsibilities for organizing Member training to Democratic Services and this seemed to result in a better co-ordination of the Member Diary, the new policy reflects this as a permanent change in responsibility.

1.3.3 There have been requests from senior politicians to be clearer regarding the responsibilities of all Members to take personal ownership of their development and the revised policy sets out these responsibilities. This was reinforced following the outcome of the Governance review when full council acknowledged the need for a more focused approach to Member professional development.

1.4 Alternative Action and why not Recommended

1.4.1 The MEDP could choose to retain the existing policy but this is not recommended as it is out of date.

1.4.2 The MEDP could allocate responsibilities differently or place a different emphasis on the type of training and development; the MEDP could chose not to have mandatory development for Members.

1.5 Impact on Corporate Objectives

1.5.1 Member Development underpins the work of the council in all the Democratic processes and is critical to ensure that Members are properly supported to undertake their role.

1.6 Risk Management

1.6.1 The main risk associated with the change in policy is the move to a requirement for mandatory development for Members, this could cause dissatisfaction and with little way of enforcing the requirement it may not achieve the aim of increased support for Members to undertake their role.

1.7 Other Implications

1.7.1

1. Financial	x
2. Staffing	x
3. Legal	
4. Equality Impact Needs Assessment	
5. Environmental/Sustainable Development	
6. Community Safety	
7. Human Rights Act	
8. Procurement	
9. Asset Management	

1.7.2 There is a budget for Member development so there are financial implications of either increased or reduced provision, but the policy would operate within existing budgets.

1.7.3 There are staffing implications because much of the development and Member workshops are provided by officers and an increase in participation would make a better use of their time

1.8 Relevant Documents

1.8.1 Appendices

Appendix I Member Development Policy

1.8.2 Background Documents

None

<b><u>IS THIS A KEY DECISION REPORT?</u></b>		<b><u>THIS BOX MUST BE COMPLETED</u></b>	
Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
If yes, this is a Key Decision because: .....			
.....			
Wards/Parishes affected: .....			
.....			