



OFFICER REPORT TO COUNCIL

ELECTED MEMBER DEVELOPMENT STRATEGY

KEY ISSUE/DECISION:

To approve a revised Elected Member Development Strategy, in accordance with County Council requirements.

BACKGROUND:

1. In March 2011, the County Council approved an Elected Member Development Strategy. It was agreed that the Strategy would be reviewed every other year, with updates coming to the council in 2013 and 2015. Accordingly, the Member Development Steering Group (MDSG) has recently revised the strategy for the fourth time.

SUMMARY OF CHANGES

2. There have been minimal changes to the content of the strategy, as the support offer to Members has remained largely unchanged, but the length of the strategy has been reduced to make it a more user-friendly document.
3. Of the changes that have been introduced, the primary change is the introduction of personal development conversations from May 2017 onwards. Within six months of being elected, and annually thereafter, all 81 Members will be offered a personal development conversation with a member of the Democratic Services Senior Management Team. This informal discussion will allow Members to raise any development needs they have, with officers able to signpost to them to suitable training or support interventions.
4. The strategy also refers to the new Members' Portal which will be launched in May 2017 as an online resource of information for Councillors. The portal will be easily accessible via SharePoint (part of the Office 365 e-mail system) and will therefore not require an additional password. As the portal is confidential to Members, it can contain training slides and resources, which can be uploaded following briefing events, thereby improving access to development activities.
5. There have also been some changes to the Member role profiles (Appendix 2). Again, as with the Member Development Strategy, the main changes have been to reduce the length of the role profiles so that they are more user-friendly. Four new role profiles have been introduced, to ensure that all Member roles that attract a Special Responsibility Allowance are included.

RECOMMENDATIONS:

It is recommended that the Elected Member Development Strategy be approved.

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Sources/background papers:
Elected Member Development Strategy March 2011, March 2013 and March 2015

Agenda and minutes of the Member Development Steering Group meeting - 17
January 2017