

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

EXECUTIVE COMMITTEE REPORT

9th DECEMBER 2013

1. ELECTED MEMBER DEVELOPMENT

Report of the Chief Fire Officer and Clerk and Monitoring Officer.

RECOMMENDED

- 1.1. THAT Executive Committee notes the update provided on Elected Member development.
- 1.2. THAT regular updates on Elected Member development are reported to the Quarterly Performance Management Meetings.
- 1.3. THAT following the receipt of reports from the Quarterly Performance Management Meetings; the Scrutiny Committee makes recommendations to the Executive Committee on any identified opportunities for member development activities.

2. PURPOSE OF REPORT

This report is submitted to update the Executive Committee about Elected Member development and to seek approval to the recommendation that regular updates on member development are provided to the Quarterly Performance Management Meetings. This will enable the Scrutiny Committee to make recommendations to the Executive Committee on identified opportunities for member development activities.

3. BACKGROUND

- 3.1 The Executive Committee at a meeting on 4 February 2013 considered a report on Member Development and approved a series of six recommendations.

- 3.2 Four of the six proposals within the Executive Committee Report have since been implemented.

These are:

- 3.2.1 The Authority's Constitution has set out its responsibilities in respect of Member Development;
- 3.2.2 Policy Planning Forums continue to act as the primary facility for developing Members;
- 3.2.3 Induction and training has been reviewed and updated.
- 3.2.4 The Strategy Document for Supporting and Developing Members has been revised and updated to reflect these recommendations;
- 3.2.5 The remaining two proposals to be considered include the provision of updates on member development to the Quarterly Performance Management Meetings. It is the intention that following receipt of these reports, the Scrutiny Committee will make recommendations regarding member development activities to the Executive Committee.

4. **OTHER AREAS OF PROGRESS**

- 4.1 In addressing the findings of the Operational Assessment for 2013 Peer Challenge and providing our continued commitment to the Investors in People standard, there have been notable improvements made in other areas of member development where take up of activities has increased.
- 4.2 The Authority has delivered its first in-house leadership development day, facilitated by the Local Government Association. This is the first collaborative regional FRA event where invitation to attend was extended to Elected Members from Staffordshire FRA. It is intended that this will be the start of future collaborative learning events.
- 4.3 The Personal Development Review (PDR) process has been enhanced to encourage more emphasis on the development conversation.

The increased use of telephone PDRs has also enabled these discussions to take place at mutually convenient times, allowing greater accessibility and reducing travel time. The outcomes of these reviews will help inform the training and development plan which will be available January 2014.

- 4.4 Structured station visits are being encouraged by Officers and in terms of future developments there is an opportunity to explore the benefit of new Members to the Authority being assigned a 'buddy' to aid their induction to the Fire Authority.

5. **EQUALITY IMPACT ASSESSMENT**

The purpose of this report is to follow up on the proposals of the report submitted earlier in the year which was to continue and further improve the current provision of member development and ultimately improve engagement with our communities and the workforce. The Equality Impact Assessment carried out for the last report has been reviewed and does not raise any additional issues.

6. **LEGAL IMPLICATIONS**

The course of action recommended in this report does not raise issues which should be drawn to the attention of the Authority's Monitoring Officer.

7. **FINANCIAL IMPLICATIONS**

The costs of any elected member Development activities are met from existing budgets.

BACKGROUND PAPERS

A Strategy for Supporting and Developing Members.
Peer Challenge Assessment.

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