

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

10 JUNE 2013

EXECUTIVE COMMITTEE

1. MEMBER DEVELOPMENT

Joint report of the Chief Fire Officer and Clerk and Monitoring Officer.

RECOMMENDED

- 1.1 THAT the revised Strategy for Supporting and Developing Members as set out in the Appendix be approved.
- 1.2 THAT arrangements be made for Personal Development Reviews for each member to take place as soon as possible after the Annual Meeting of the Authority on 24 June 2013.
- 1.3 THAT feedback from the Personal Development Reviews be fed back as soon as possible to the Committee in the form of a draft learning and development plan for members.

2. PURPOSE OF REPORT

This report requests the Executive Committee to approve a revised strategy for supporting and developing members and outlines actions that will follow on from implementation of the strategy.

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 recommendations as follows:
 - that the role and responsibilities of Elected Members with regard to member development be set out within the Authority's Constitution
 - that regular updates on Elected Member development are reported to the quarterly performance management meetings

- that following the receipt of reports from the quarterly performance management meetings, the Scrutiny Committee makes recommendations to the Executive Committee on identified opportunities for Member development activities
- that Policy Planning Forums continue to be used as an opportunity to provide briefings, updates and master classes
- that the existing Member induction process be reviewed and updated and that additional emphasis be given to the importance of station visits and personal development reviews
- that the existing Strategy for Supporting and Developing Members document be revised and updated to reflect the recommendations set out above.

3.2 The strategy has been revised in the light of the decisions set out above and is attached for consideration and approval.

3.3 The delivery of an effective member development programme, which is part of mainstream organisational development activities, will inevitably support the Fire Authority's:

- continued commitment to the Investors in People standard;
- ability to address the findings from the Operational Assessment for 2012 Peer Challenge;
- principles of the Member Development Charter; and
- alignment to the organisation's commitment to becoming a genuine Learning Organisation.

3.4 In 2013/2014, there will be two new members appointed to the Fire Authority and as a result, the induction process will be scaled down appropriately. All events will in any event be open to all members to attend as a refresher if they wish. Arrangements will be made for tailored induction sessions for any new Chairs/Vice Chairs.

5. **EQUALITY IMPACT ASSESSMENT**

The essence of the report is to continue and improve the current provision of member development and ultimately improve engagement with our communities and the workforce. Therefore, in preparing this report an initial Equality Impact Assessment is required and has been carried out. The initial Equality Impact Assessment did not raise issues which required a full Equality Impact Assessment to be completed. Access to training and development activities will be in line with the Authority's Equality and Diversity Strategy.

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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