

**WEST MIDLANDS FIRE AND RESCUE AUTHORITY**

**EXECUTIVE COMMITTEE REPORT**

**9 JUNE 2014**

**1. MEMBER DEVELOPMENT**

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

**RECOMMENDED**

- 1.1 THAT the introduction of a mentoring programme for newly Elected Members to the Authority is approved.
- 1.2 THAT the mentoring programme is introduced as part of the induction session taking place on 7 July 2014.

**2. PURPOSE OF REPORT**

This report requests that the Executive Committee consider and approve the introduction of mentors, primarily to support new Members to the Fire Authority and also other Members who request this development facility.

**3. BACKGROUND**

- 3.1 As part of the Fire Authority's on-going commitment to Member development, the induction process has been a key element in enabling new Members to make a smooth transition into their role.

At the Executive Committee on 9 December 2013 it was agreed that a mentoring approach should be considered as part of the induction for new Members to the Authority.

- 3.2 Therefore, in continually enhancing the induction experience for newly Elected Members and helping increase the engagement between Members and Officers, the introduction of a mentoring programme provides a further valuable learning experience, especially in assisting Members in developing their understanding and delivery objectives set out in The Plan.

- 3.3 It is proposed that each newly Elected Member has two mentors; one being an experienced Elected Member who can provide day to day support on a range of matters related to the Member role, such as governance arrangements and member accountabilities. The second is the Operations or Station Commander local to the Elected Member to provide local knowledge and information. This dual approach covers both key dimensions of the Member role.
- 3.4 As part of the Group Leaders' role in inducting new Members on to the Fire Authority, it is proposed that Group Leaders identify suitable Member mentors in time for the induction programme which takes place on 7 July 2014.
- 3.5 To assist with this, the Members' Training and Development Plan contains a list of Operations Commanders and their contact details. This will enable the newly Elected Member and their mentor to identify the relevant local officer mentor.
- 3.6 This provision of mentors also supports one of the principles of good governance by Members and Officers working together to achieve a common purpose with clearly defined functions and roles.
- 3.7 Additionally, the Authority's on-going improvement to Member Development inevitably supports the Service's commitment to the Investors in People standard and is aligned to supporting the Principles of Good Governance.
- 3.8 Further, the introduction of mentoring roles also aligns with the principles of the organisations' 'Buddy' Scheme which has been introduced for employees across the Service.

#### 4. **EQUALITY IMPACT ASSESSMENT**

The purpose of this report is to follow up on the proposals in previous reports which have been 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 initial report has been reviewed and does not raise any additional issues.

5. **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.

6. **FINANCIAL IMPLICATIONS**

The costs of any Elected Member Development activities would be met from existing budgets.

7. **ENVIRONMENTAL IMPLICATIONS**

There are no environmental implications arising from this report.

**BACKGROUND PAPERS**

A Strategy for Supporting and Developing Members.  
Peer Challenge Assessment  
Executive Committee Report 9 December 2013

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