



Council - 19 July 2010

Knowledge Skills and Behaviours - Councillors

Summary

This report proposes a process for considering Members' development needs following the adoption, last year of the Councillors' KSBs document

Attachment(s)

None

1. Last year, the Council adopted a Knowledge Skills and Behaviours (KSBs) Framework for Councillors and it was intended that a review would be undertaken of the range, quality and accessibility of training and other development opportunities offered (minute 87 – 13 July 2009 refers).
2. An extensive range of training has been delivered since May 2006 and feedback given by Members on the value of that training. However, we now need to plan for the future and focus initially on any additional training for Members who are likely to contest the District Elections in 2011 and align such training to the KSBs. The Elections will also provide a prompt for a structured programme of Induction.
3. It is therefore suggested that a Member group be set up to work with Officers to specifically consider:-
 - Training needs of Members in this Council Year, taking into account Members' relevant KSBs and their wishes and intentions beyond May 2011
 - The detailed requirements for Induction following the Council elections in May 2011 (and any necessary actions prior to the elections) and the budgetary implications.

4. Recommendations

- 4.1 It is recommended –
 - (1) That a Working Group be set up to consider, with the Executive Director (SM), Head of Resources and Organisational Development and the Democratic Services Manager, the way forward on Member development, with particular reference to the specific areas covered in paragraph 3.
 - (2) That five Members be appointed to the Working Group, and that names be proposed at the meeting.
 - (3) That the first meeting of the Group be held in July and that the Group report back to Council with recommendations by no later than November 2010

Implications:		
Corporate Outcomes or Other Policy/Priority/Strategy		
Good Quality of Life	<input type="checkbox"/>	Good Reputation <input checked="" type="checkbox"/>
Good Value for Money	<input checked="" type="checkbox"/>	High Quality Service Delivery <input type="checkbox"/>
Effective Partnership Working	<input type="checkbox"/>	Strong Community Leadership <input checked="" type="checkbox"/>

Effective Management	<input checked="" type="checkbox"/>	Knowledge of our Customers and Communities	<input type="checkbox"/>
Employees and Members with the Right Knowledge, Skills and Behaviours			<input checked="" type="checkbox"/>
Other:			<input type="checkbox"/>
Decision(s) would be outside the budget or policy framework and require full Council approval			<input type="checkbox"/>
Financial		There are no financial implications at this stage	<input checked="" type="checkbox"/>
		There will be financial implications – see paragraph	<input type="checkbox"/>
		There is provision within existing budget	<input type="checkbox"/>
		Decisions may give rise to additional expenditure at a later date	<input type="checkbox"/>
		Decisions may have potential for income generation	<input type="checkbox"/>
Risk Management		An assessment has been carried out and there are no material risks	<input checked="" type="checkbox"/>
		Material risks exist and these are recorded at Risk Register Reference - inherent risk score - residual risk score -	<input type="checkbox"/>
Staff		There are no additional staffing implications	<input checked="" type="checkbox"/>
		Additional staff will be required – see paragraph	<input type="checkbox"/>
Equalities and Human Rights		There will be no impact on equality (race, age, gender, disability, religion/belief, sexual orientation) or human rights implications	<input checked="" type="checkbox"/>
		There will be an impact on equality (see categories above) or human rights implications – see paragraph	<input type="checkbox"/>
Legal		Power: Local Government Act 1972. section 111	
		Other considerations:	
Background Papers: Councillors KSBs Document			
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Date: 2 June 2010			
CFO		MO	
			CX

(Committee Report Normal Rev. 21)