

MEMBERS' DEVELOPMENT STEERING GROUP

Tuesday, 13 December 2016

Present:

Councillor T Norbury (Chair)

Councillors W Clements and P Gilchrist

In Attendance:

Surjit Tour - Assistant Director: Law and Governance and Monitoring Officer
Sue Blevins - Senior HR Manager Schools ER & OD

[REDACTED]

1 APOLOGIES FOR ABSENCE

All Members of the Steering Group were in attendance at the meeting.

2 MINUTES

RESOLVED: That

- (1) the Minutes of the meeting of the Steering Group held on 15 November 2016 be confirmed as a correct record; and
- (2) the North West Employers' Organisation's sample questionnaire, sent to those being interviewed when the Council renewed its Member Development Charter, be circulated to Members of the Steering Group.

3 REVISED TERMS OF REFERENCE

The Assistant Director: Law and Governance and Monitoring Officer presented proposed amended Terms of Reference for the Steering Group. He informed that the aim was to change and strengthen Member culture, development and support and the Steering Group, along with a new Member Development Programme (supported and endorsed by the Council) would have a major part to play in this.

The Assistant Director informed that he was proposing that the Membership of the Steering Group be increased and be politically proportionate (4 Lab: 2 Con: 1 Lib/Dem) and that its Members be also their respective political group "Member Development Champion(s)" and as such should proactively support the work of the Steering Group and drive continuous improvement. The Steering Group would provide the Council with quarterly reports on the progress being made and the Steering Group would have an overseeing,

monitoring role with the ability to recommend changes as it considers appropriate.

Members asked the Assistant Director a number of questions which he answered as appropriate.

RESOLVED:

That with the following amendment, the proposed Terms of Reference of the Steering Group be agreed and recommended to the Council for endorsement and further Membership nominations:

Paragraph 3.2 to read:

Encourage and evaluate feedback following learning and development training, events, activities and/or arrangements.

4 WIRRAL COUNCIL - MEMBER DEVELOPMENT OUTLINE PROPOSAL 2016/17

The Assistant Director: Law and Governance and Monitoring Officer introduced a Member Development Outline Proposal which he had put together with assistance from the Local Government Association.

The Assistant Director informed that the Council recognised that Members had a pivotal role in taking forward its transformation agenda and that its success would depend on Members having the capacity to ensure best possible services to its residents. He referred to the Wirral Plan which provided a 2020 vision for the Wirral Partnership to work collectively on a set of twenty pledges, and harness resources across the partnership to secure their delivery. The Plan required a strong leadership role for the Council and significant transformation in what the Council did and how it did it. Moving from a traditional provider of services to an organisation that used its resources, expertise and influence to deliver improved outcomes was a major shift in approach. This required everyone in the organisation to review and develop their skills and knowledge to ensure that the Council could meet its challenges and realise all its opportunities.

In the light of these requirements, the Steering Group was requested to recommend the Outline Proposal for adoption by the Council. It would help to change and strengthen Members' culture, development and support so that they could become more focused going forward. Themes coming through would be pulled together and with Members' input, a Learning and Development Programme would be identified that would engage Members and deliver in a cost effective way.

It was intended that a Members' Training and Needs Analysis would be carried out in a timely fashion. Members were very individual and would all need to acquire specific skills. It was noted that the North West Employers' Organisation had been very positive in respect of the Outline Proposal and was willing to provide its assistance. Consequently, it had agreed to defer the renewal of the Member Development Charter at Stage 1 until next summer. The Council had an ambitious agenda and a serious financial challenge so Members needed certain support that was not currently being provided.

Councillor Phil Gilchrist requested details of the numbers of Councils who had been accredited with the North West Employers' Organisation's Member Development Charter at Stages 1 and 2 etc.

RESOLVED: That

- (1) the Member Development Outline Proposal 2016/17 detailing options to help change and strengthen Member culture, development and support be presented to the Cabinet Member for Transformation, Leisure and Culture and she be requested to recommend the approach to the Council; and**
- (2) the details of other Council's Member Development Charter status be obtained from the North West Employers' Organisation and circulated to Members of this Steering Group for their information.**

5 URGENT BUSINESS - TRAINING - SKILLS AND COMPETENCIES FOR BOARD MEMBERS

The Steering Group had regard to an email dated 5 December 2016 that had been sent to Councillor Tony Norbury by Councillor Anita Leech. She informed that Housing Association Boards were moving to skilled based Boards like Magenta and Leasowe Community Homes. Attached to the email was a set of skills and competencies that Councillors would need if they were to be nominated to sit on such Boards by the Council. Councillor Leech considered that it was important that Members receive appropriate training as soon as possible in order for them to have an opportunity to remain members of such Boards and to have some influence for the local communities they represented.

Members agreed that they needed some time to consider the various issues associated with the change that was coming about before making any recommendations.

RESOLVED:

That this item of business be included on the agenda for consideration at the next meeting of the Steering Group.

6 **DATE AND TIME OF NEXT MEETING**

RESOLVED:

That the next meeting of the Steering Group be held in January 2017.