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## **EXCERPT FROM THE MINUTES OF THE EXECUTIVE HELD ON 14 February 2011**

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### **EX.017/11 AMENDMENT TO COUNCIL FRAMEWORK FOR MEMBER LEARNING** (Key Decision)

**Portfolio** Performance and Development

#### **Subject Matter**

The Organisational Development Manager submitted report CE.01/11 concerning the Member Learning and Development Framework (MLDF) adopted by Council in August 2004 and subsequently amended in June 2008.

The Organisational Development Manager indicated that the Member Learning and Development Working Group (MLDWG) had on 23 November 2010 considered the current MLDF and recommended that changes be made to the sections on Personal Development Reviews (PDRs); the Learning Credits Scheme and parts of the Member Learning and Development Programme (MLDP). Those changes would ensure that Member learning initiatives supported Members in meeting the challenges proposed in the new Localism Bill and in continuing to champion the needs of their communities.

PDRs had been introduced in 2004 as part of the MLDF, the idea being that Members would meet with a Member Learning and Development Representative (now Member Champions) to discuss their learning needs and develop a Personal Development Plan. The MLDWG had reviewed the PDR process in 2010 and concluded that a new approach was needed to look at a wider range of issues.

The Organisational Development Manager then outlined for Members the following proposals, details of which were set out within her report -

Proposal 1 - replace Personal Development Reviews with a Member / Leader Review;

Proposal 2 - remove the Learning Credits Scheme from the Member Learning and Development Framework; and

Proposal 3 - require new Members and Substitute Members on the Licensing and Development Control Committees; Employment and Appeals Panels to attend relevant training before they sat on a Committee.

She added that the MLDWG was working with the Organisational Development Team to look at new ideas for Member learning opportunities, including workshops in the three key areas mentioned above. They were also looking at new ways to deliver Member learning to encourage more Members to engage with learning and development opportunities.

The Performance and Development Portfolio Holder stated that the proposed changes to the Council Framework were about making Member training as acceptable and efficient as possible. He further moved that the report be made available for consideration by the Resources Overview and Scrutiny Panel.

The Leader added that the matter would be considered by the Executive again on 14 March 2011 prior to recommendation to the City Council on 26 April 2011.

**Summary of options rejected** None

## **DECISION**

1. That the Executive had considered the proposed changes to the Council Framework for Member Learning contained within Report CE.01/11 and made the report available for consideration by the Resources Overview and Scrutiny Panel.
2. That a further report be submitted to the 14 March 2011 meeting of the Executive to consider referring the matter to Council on 26 April 2011.

## **Reasons for Decision**

To endorse the proposals from the Member Learning Development Working Group to refresh Member learning; and to enable the Policy Framework approved by Council in 2004 to be amended accordingly.