

## ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

<b>1. Meeting:</b>	<b>MEMBER DEVELOPMENT &amp; TRAINING PANEL</b>
<b>2. Date:</b>	<b>9<sup>th</sup> September 2013</b>
<b>3. Title:</b>	<b>Preparation for Member Induction 2014</b>
<b>4. Directorate:</b>	<b>Resources</b>

### **5. Summary**

This report asks that preparation for 2014 Member Induction programme commences and that the views of Members elected since 2011 are taken into consideration to inform the planning of this programme. MDTP Member's views are also sought on the content/design of the programme.

### **6. Recommendations**

#### **That Members:**

- a. receive this report;**
- b. provide initial comments on the content of 2014 induction programme;**
- c. agree that the views of Members elected since 2011 be sought on the content/design of the programme;**
- d. receive further progress reports to the next meeting of this Panel.**

## 7. Proposals and Details

A comprehensive induction programme for newly Elected Members was delivered following the 2012 local elections. The aim of the induction programme was to help new Members familiarise themselves with the authority and their new role. Following consultation with the MDTP, reference to the Member Development Strategy and feedback from members, the programme covered the following areas:

- Getting to know the Council
- Getting to know your Area
- Getting to know your Role

The 2011 and 2012 local elections saw a greater number of Members elected who were new to the Council (or had not been a member for some years) than usual, with 19 of the 63 Members falling into this category.

An initial evaluation of the induction programme was conducted, with eight of the eleven 2012 Members responding (72% response).

	Response	Session Length		Content	Handouts (if provided)	Officer input
		Too short	Just right	Good or Very Good	Good or Very good	Good or Very good
<b>Welcome and introduction</b>	8	1	6	7	7	7
<b>Finding your feet as councillors</b>	4	0	3	3	3	3
<b>Getting the Most from IT</b>	7	2	4	7	7	7
<b>Tour of Riverside House</b>	5	1	3	4	4	4
<b>Meet SLT</b>	6	4	1	5	5	5
<b>How the Council Works</b>	5	1	3	4	4	4
<b>Managing your Casework</b>	5	1	3	4	4	4
<b>Health and Safety</b>	5	0	4	4	3 (with 1 average)	3 (with 1 average)
<b>Introduction to Planning</b>	5	1	4	3 (with 2 average)	5	5
<b>Introduction to Overview and Scrutiny</b>	6	0	6	6	6	6
<b>Safeguarding</b>	4	0	4	4	4	4
<b>Corporate Parenting</b>	3	0	3	3	2	2
<b>Time Management</b>	1	0	1	1	1	1
<b>Charing Skills</b>	2	0	1	1	1	1
<b>Knowing Your Ward</b>	2	0	2	1 (1 average)	1	1
<b>Local Government Finance Made Simple</b>	4	2	2	4	2	2

Although feedback was sought on attendance and an evaluation was made of content/delivery, an evaluation of the *impact* of the induction programme has not taken place. This is planned to take place as part of the PDP process. However, it is unlikely that these will be completed prior to December 2013.

Although it is difficult to anticipate the number of new councillors, in order to ensure the best use of resources and plan an effective induction programme for future years, it would be helpful to seek the view of members elected since 2011 to identify potential gaps/areas of improvement. This could be done through survey or a small working group. Using the findings from this work, a further report on preparation for induction will be submitted to MDTP at its December 2012 meeting.

Views from MDTP are also sought on design, content and impact of the programme to inform future planning.

## **8. Finance**

As with previous years, the cost of running the induction programme will be met through the Member Development budget. It is anticipated that all of the sessions will be delivered by officers in-house, unless more specialist input is required.

## **9. Risks and Uncertainties**

If there is no induction programme, new Members will have to learn their way round the council by 'trial and error'. Induction will allow Members to make an early contribution to the work of the council and so represent their local communities more effectively.

## **10. Policy and Performance Agenda Implications**

Ensuring that newly elected members are briefed and equipped to carry out their important democratic and community roles is no easy task. But it is one that needs to be carried out effectively if we are to build the skills and capacity of Members as part of our corporate priorities.

## **11. Background Papers and Consultation**

Member Development Strategy (2011)

MDTP - Evaluation New Member Induction 2012, 10th September 2012

**Contact:** Caroline Webb, Senior Scrutiny Adviser (01709) 822765  
[caroline.webb@rotherham.gov.uk](mailto:caroline.webb@rotherham.gov.uk)