

**Derbyshire County Council  
Review of Member Development & Training (December 2003)**

Review Highlighted need for:-

- individual assessments of Member needs to be undertaken in a systematic way by way of annual Individual Development Reviews
- improved communications about the availability of training provision, including need for single point of officer contact with responsibility for member training & development To include publication of a monthly training and development bulletin to ensure that all members are made aware of forthcoming training events;
- greater use of alternative training mediums (ie videos, publication material, online training facilities)
- programme of in-house briefing sessions organised by Cabinet members and chief officers for each portfolio area throughout the year;
- adoption of a mentoring system for newly elected Members
- greater involvement and consultation with Members on what training and development provision is to be provided.
- Councillor Recruitment events

**Wiltshire  
Review of Member Training & Development**

Recommendations arising there from:-

- Establishment of an independent panel to monitor training requirements and implementation of training and development programme;
- Adoption of a Member Development Policy Statement
- Appointment of a Training Champion to co-ordinate training within the political groups;
- Establishment of mentoring scheme for all new members
- To ensure that all members have the opportunity, if they so wish, to have access to an IT training course that provides them with a recognised level of IT proficiency.

**Stockport**

A review of the ways in which Councillors are supported in their day to day roles as ward representatives.

Existing Support (highlighting only those areas which HDC does not currently provide)

- Meals provided for evening meetings
- Surgeries arranged for Councillors via the Group Secretary
- Out of hours telephone answering service available to all Councillors
- Councillors Enquiry Service

- Two Political Assistants
- Dedicated Member Training & Development Officer

Recommendations arising from Stockport Review (that are not already in place at HDC)

- Dedicated Councillor website, which could be used for interactive training sessions, to provide a précis of legislative changes and act as a signpost to other information services.
- The establishment of a single and central point of contact for support purposes and to administer the Council's enquiry service.

### **Salford**

Television in Members Room

Full Time Officer to support Councillors with administrative arrangements

Dedicated support staff for Leader & Deputy Leader

### **Tameside MBC**

Enquiry service including progress chasing and monitoring