

CHESHIRE FIRE AUTHORITY

MEETING OF: FIRE AUTHORITY
DATE: 22 JUNE 2022
REPORT OF : DIRECTOR OF GOVERNANCE AND COMMISSIONING
AUTHOR: DONNA LINTON

SUBJECT: REVIEW OF MEMBER TRAINING AND DEVELOPMENT 2021-22 AND MEMBER DEVELOPMENT PROGRAMME 2022-23

Purpose of Report

1. The Member Training and Development Group (MTDG) requested that a report be submitted to the Fire Authority that provided a review of the Service's member training and development activities over the last year for information (attached as Appendix 1).
2. This paper also presents the proposed Member Development Programme for 2022-23 for approval (attached as Appendix 2).

Recommended: That

- [1] the review of Member Training and Development activities for 2021-22 (Appendix 1) be noted; and
- [2] the 2022-23 Member Development Programme (Appendix 2) be approved.

Review of Member Training and Development 2021-22

3. The review includes a summary of the delivery of the Member Training and Development Programme 2021-22 and progress on the development and implementation of the Member Development Strategy 2022-24.

Member Development Programme 2022-23

4. The proposed Member Development Programme covers the generic training and development sessions scheduled for 2022-23. It also incorporates the postponed events from 2020-21 and 2021-22 that were impacted by Covid-19 and some core modules that have been identified in Members' Personal Development Reviews (PDRs).
5. Most Members have completed a PDR in 2021-22 and the outcomes of the training needs analysis have been discussed by the MTDG and fed into the annual programme for 2022-23, where appropriate.

6. There were a number of new development needs identified by Members which the MTDG felt were extremely relevant for the wider Fire Authority audience. This included social media training and fire risks related to electric vehicles. Development opportunities based on these needs have been incorporated into the 2022-23 programme.
7. Democratic Services will continue to work with the Leadership Development Advisor to develop a programme for delivery of individual training needs based on priority.

Financial Implications

8. The cost of delivering the programme will be met from within the existing budget allocation for Member development. The need for any additional resources as the programme is developed will be monitored during the year and the delivery of the programme will need to be prioritised accordingly.

Legal Implications

9. There are no specific legal implications from this report. However member training will assist Members when they are making decisions and therefore help to ensure that the Fire Authority meets its statutory obligations.

Equality and Diversity Implications

10. There are no specific equality and diversity implications. However Equality and Diversity Training for Members is included in the Induction Programme for new Members.

Environmental Implications

11. There are no specific environmental implications from this report. Environmental Awareness Training for Members is included in the Induction Programme for new Members and additional updates will be considered as the environmental landscape changes.

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BACKGROUND DOCUMENTS:

Fire Authority on 23rd June 2021 – Item 7 – Review of Member Development 2020-21 and Member Development Programme 2021-22