

CHESHIRE FIRE AUTHORITY

MEETING OF: FIRE AUTHORITY
DATE: 24 APRIL 2024
REPORT OF : DIRECTOR OF GOVERNANCE
AUTHOR: DONNA LINTON

SUBJECT: REVIEW OF MEMBER TRAINING AND DEVELOPMENT 2023-24 AND MEMBER TRAINING AND DEVELOPMENT PROGRAMME 2024-25

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 2024-25 for approval (attached as Appendix 2).

Recommended: That

- [1] the review of Member Training and Development activities for 2023-24 be noted; and
- [2] the 2023-24 Member Training and Development Programme be approved.

Review of Member Training and Development 2023-24

3. The Review includes a summary of the delivery of the Member Training and Development Programme 2023-24 and progress on the development and implementation of the Member Training and Development Strategy 2022-24.

Member Development Programme 2023-24

4. The proposed Member Training and Development Programme covers the generic training and development sessions scheduled for 2024-25 and also includes some core modules that have been identified in Members' Personal Development Reviews (PDRs).
5. Most Members have completed a PDR in 2023-24 and the outcomes of the training needs analysis have been discussed by the MTDG and fed into the annual programme for 2024-25, where appropriate.

6. There were several new development needs identified by Members which the MTDG felt were extremely relevant for the wider Fire Authority audience. This included social media training, IT and information management and handling media enquiries. Development opportunities based on these needs have been incorporated into the 2024-25 programme.
7. Democratic Services will continue to work with the Leadership Development Advisor to develop a programme for delivery of individual training needs.

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 delivered will be monitored during the year. Elements of the Programme may need to be prioritised.

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: NONE