

## CHESHIRE FIRE AUTHORITY

ITEM: 4

MEETING OF : CHESHIRE FIRE AUTHORITY  
DATE : 15<sup>th</sup> JUNE 2016  
REPORT OF : HEAD OF LEGAL & DEMOCRATIC SERVICES  
AUTHOR : DEMOCRATIC SERVICES MANAGER

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SUBJECT : MEMBER DEVELOPMENT PROGRAMME  
2016-17 AND REVIEW OF MEMBER  
DEVELOPMENT 2015-16

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### Purpose of Report

- 1 This paper presents the proposed Member Development Programme for 2016/17 for approval (**attached as Appendix 1**).
- 2 The Member Training and Development Group (MTDG) also requested that a report be submitted to the Fire Authority that provided a review of the Service's member development activities over the last year. The report includes a summary of the delivery of the Member Development Programme and progress on the implementation of the Member Development Strategy 2014-16 (**attached as Appendix 2**).

### Recommended: That

- [1] **the 2016/17 Member Development Programme (Appendix 1) be approved; and**
- [2] **the review of Member Development activities for 2015-16 (Appendix 2) be noted; and**

### Member Development Programme 2016/17

- 3 The draft 2016/17 Member Development Programme was presented to the MTDG at its meeting on 25<sup>th</sup> April 2016 and it was recommended that the programme be submitted to the Fire Authority for approval.
- 4 The proposed Member Development Programme covers the generic training and development sessions scheduled for 2016/17. It also incorporates the induction programme for new Members and some core modules that have been identified in Members Personal Development Reviews (PDRs).

- 5 All Members have completed a PDR in 2015/16 and the outcomes of the training needs analysis has been discussed by the MTDG and fed into the annual programme, where appropriate. Democratic Services will work with People and Development to develop a programme for delivery of individual training needs based on priority.

### **Financial Implications**

- 6 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**

- 7 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 requirements.

### **Equality and Diversity Implications**

- 8 There are no specific equality and diversity implications. However Equality and Diversity Training for Members is now included in the Induction Programme for new Members to be carried out within the first 6 months of joining the Authority and as a core module on the Member Development Programme.

### **Environmental Implications**

- 9 There are no specific environmental implications from this report. Environmental Awareness Training for Members is included in the Induction Programme for new Members and updates will be considered for inclusion in any future Member Training Programmes.

### **Background Documents**

None

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