

CHESHIRE FIRE AUTHORITY

MEETING OF: FIRE AUTHORITY
DATE: 23 JUNE 2021
REPORT OF: DIRECTOR OF GOVERNANCE AND COMMISSIONING
AUTHOR: DONNA LINTON

SUBJECT: REVIEW OF MEMBER DEVELOPMENT 2020-21
AND MEMBER DEVELOPMENT PROGRAMME
2021-22

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 development activities over the last year for information (attached as Appendix 1).
2. This paper also presents the proposed Member Development Programme for 2021-22 for approval (attached as Appendix 2).

Recommended: That

- [1] the review of Member Development activities for 2020-21 (Appendix 1) be noted; and
- [2] the 2021-22 Member Development Programme (Appendix 2) be approved.

Review of Member Development 2020-21

3. The review includes a summary of the delivery of the Member Development Programme 2020-21 and progress on the development and implementation of the Member Development Strategy 2019-21.

Member Development Programme 2021-22

4. The proposed Member Development Programme covers the generic training and development sessions scheduled for 2021-22. It also incorporates the postponed events from 2020-21 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 2020-21 and the outcomes of the training needs analysis have been discussed by the MTDG and fed into the annual programme, 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 (Social Media and Generic IT skills) and development opportunities based on these needs had been incorporated into the 2021-22 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 updates will be considered for inclusion in any future Member Development Programmes.

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BACKGROUND DOCUMENTS:

FIRE AUTHORITY ON 7TH OCTOBER 2020 – ITEM 6 REVIEW OF MEMBER TRAINING AND DEVELOPMENT 2019-20

FIRE AUTHORITY ON 9TH DECEMBER 2020 – ITEM 6 MEMBER TRAINING AND DEVELOPMENT PROGRAMME 2020-21