Title: Expenditure on Member Training and Development April 2014 – February 2017

Report of the Director of Law and Governance

<table>
<thead>
<tr>
<th>Open Report</th>
<th>For Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wards Affected: All</td>
<td>Key Decision: No</td>
</tr>
<tr>
<td><strong>Report Author:</strong> Fiona Jamieson</td>
<td><strong>Contact Details:</strong> Tel: 020 8227 2877 E-mail: <a href="mailto:Fiona.jamieson@lbbd.gov.uk">Fiona.jamieson@lbbd.gov.uk</a></td>
</tr>
<tr>
<td>Organisation and Member Development Officer</td>
<td></td>
</tr>
</tbody>
</table>

**Accountable Strategic Director:** Fiona Taylor, Director of Law and Governance

**Accountable Director:**

**Summary**
This report outlines Member Training and Development expenditure and related background policy information

**Recommendation**
To note the report

**Reason(s)**
Members have requested the report

1. **Introduction and Background**
   
1.1 This report is in response to a request from PAASC and outlines the Member Training and Development expenditure for the period April 2014 – February 2017. As the financial year 2016-2017 is not complete at time of publication, the figures for this year are based on both invoiced and committed expenditure.

2. **Proposal and Issues**
   
2.1 The priorities for member training and development are determined by the Member Development Group. The approach is outlined in The Corporate Councillor Learning and Development Plan. This provides a framework of good practice for elected Members in LB Barking and Dagenham to ensure that learning and development supports the vision for the borough, develops members in their various roles, is cost effective and meets the highest standards. It aims to ensure that Members achieve their goals through professional and personal development, realising their full potential as community leaders, representatives and policy makers.
2.2 All Members are offered a Personal Development Plan (PDP). Based on this, Members are encouraged to access development and training to equip them for firstly, any current role and secondly, for potential future roles.

2.3 The call on the Member Training and Development budget varies for different years of the four-year electoral cycle. In the year of an election, there is an emphasis on Member induction and taster courses. In the final year before an election, fewer development courses are undertaken. This means that the bulk of expenditure usually occurs in years two and three of the electoral cycle.

2.4 Most of the training is provided ‘free’ through briefings from officers, and as a benefit of the Council’s membership of the Local Government Association and London Councils.

2.5 The Member training and development budget is primarily spent on external trainers who deliver training to Members at the Council’s offices, attendance at conferences, coaching and mentoring, training and leadership events and associated travel and accommodation.

2.6 In 2016-17, following an analysis of member roles by the Member Development Group, the Council agreed to extend the requirement for Disclosure and Barring Service checks to all Members. The cost for Members who required a new check was met from the Member Development budget.

2.7 The level of Member training and development expenditure is influenced by the number of newly elected Members following an election, the level of experience of the Members who hold ‘Special Responsibilities’ and by the level of interest Members have in training and development.

2.7 Expenditure for the period April 2014 to February 2017 is set out in the table below.

<table>
<thead>
<tr>
<th>Financial Year</th>
<th>Amount £</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-15</td>
<td>17,999</td>
<td>Year 1 of electoral cycle</td>
</tr>
<tr>
<td>2015-16</td>
<td>20,825</td>
<td>Year 2 of electoral cycle</td>
</tr>
<tr>
<td>2016-17</td>
<td>27,515</td>
<td>Year 3 of electoral cycle. £19,729 current spend – invoices received £7,786 committed (Includes £425 for Basic DBS checks).</td>
</tr>
</tbody>
</table>

3. Options Appraisal

3.1 None

4. Consultation

4.1 None
5. **Financial Implications**

*Implications completed by: Katherine Heffernan, Group Manager, Finance*

5.1 There is a specific annual budget provision of £30,000 dedicated to members’ training and development, which the expenditure detailed in paragraph 2.7 is funded from.

6. **Legal Implications**

*Implications completed by: Dr. Paul Feild Senior Governance Lawyer*

6.1 None

**Background Papers Used in the Preparation of the Report:**

Corporate Councillor Learning and Development Plan