

Report of	Meeting	Date
Director of Human Resources (Introduced by the Executive Member for Customer, Democratic and Legal Services (Councillor J Walker)	Executive Cabinet	24 th August 2006

LEARNING AND DEVELOPMENT STRATEGY

PURPOSE OF REPORT

- Further to the recent pre-assessment meeting with North West Employers Organisation, the Member Development Steering Group has undertaken a review of the Learning and Development Strategy in terms of members. The report is to gain the agreement from Executive Cabinet of revisions to the content and actions contained within the Learning and Development Strategy and to provide an update on the progress that has been made with member development since the creation of the Member Development Steering Group in May 2005.

CORPORATE PRIORITIES

- The report impacts on our corporate objective – ‘Ensure Chorley Borough Council is a performing organisation’

RISK ISSUES

- The issue raised and recommendations made in this report involve risk considerations in the following categories:

Strategy	√	Information	
Reputation		Regulatory/Legal	
Financial		Operational	
People	√	Other	

- There are risks associated with the strategy in terms of the need to have an agreed strategic direction for the learning and development of our members.

BACKGROUND

- The Learning and Development Strategy was developed in 2004 to be implemented during the period 2005 – 2008. The strategy encompasses both staff and members in terms of the strategic direction for the development of knowledge, skills, behaviours and capacity required to support the delivery of council services.
- The Strategy was developed in association with the Human Resources Strategy 2004 - 2007.

LEARNING AND DEVELOPMENT STRATEGY

6. Further to the pre-assessment meeting with the North West Employers assessor, the Member Development Steering Group has undertaken an evaluation of the Learning and Development Strategy in relation to member development. The outcome of this exercise was that a number of actions required a revision and additions needed to be made to the implementation plan.
- 6.1 In particular, after reviewing the implementation plan, the Member Development Steering Group identified that all actions in relation to member development had been completed since the strategy was produced. Specifically these were TD009, TD013, TD014, TD019a, TD019b, TD021. The group therefore decided that it was necessary to establish some further challenging targets and actions to further develop member development arrangements. These are shown below (see page 18 amendments)
- 6.2 Details of the proposed revisions are shown in the following table:

Page	Proposed amendment
2	Amend 3 rd point under 'Approach' to read 'Create a strategy to enable us to achieve and maintain that vision'. Include an illustration to demonstrate the connection between the member Training Needs Analysis exercise and how it links to the delivery of organisational objectives.
5	Include an illustration to demonstrate the connection between the member Training Needs Analysis exercise and how it links to the delivery of organisational objectives.
6	To incorporate reference to 'Directorate Briefings' as a learning method
7	Incorporate reference to the 'Member Development Framework' in connection with living the ATLAST values.
8	In the table under 'Councillors>Strategy' replace 'training' in the first and fourth bullet point with 'learning and development'. In bullet point three make reference to the Corporate strategy and Community strategy
9	Under 'Strategic thinking and Commercial Awareness' replace 'training' with learning and development'
12	Under 'Councillors' move the top bullet point to the bottom under the final bullet point.
18	Add the following actions onto the Implementation Plan: <ul style="list-style-type: none"> ➤ O&S – Create a structured programme of learning to support the ongoing development and improvement of the O&S function ➤ Implement a regular learning hour for Members ➤ Increased member engagement in learning ➤ Maintain learning and development standards in line with the North West Employers Charter Standards ➤ Aspire to improved learning and development activity in line with Level 2 Charter standards (currently being developed) ➤ Introduce formal mentoring through participation on the IDeA National Mentoring Programme ➤ Participate in regional and sub-regional funded/non funded programmes where appropriate for the authority (eg NWIN Lancashire Leadership Programme) ➤ Utilise capacity related funding where appropriate ➤ Continual improvement and benchmarking of learning and development activity for members through external agencies and other local authorities ➤ Develop evaluation of member learning and development

COMMENTS OF THE DIRECTOR OF FINANCE

8. Not required for this report.

COMMENTS OF THE DIRECTOR OF HUMAN RESOURCES

9. Not required for this report.

RECOMMENDATION(S)

10. That Executive Cabinet approve the proposed amendments to the Learning and Development Strategy as described in 6.2 above.

REASONS FOR DECISION

11. The proposed amendments as described reflect the significant improvements to member development over the last 18 months and contain additional actions now required to maintain the achievements made to date and continually develop them further. This will contribute to the ongoing development of the capacity of our members in relation to our strategic objectives.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

12. None.

ANGELA WOLSTENCROFT
DIRECTOR OF HUMAN RESOURCES

There are no background papers to this report.

Report Author	Ext	Date	Doc ID
Sue Baxendale	5371	9 th August 2006	ADMINREP/REPORT

Background Papers			
Document	Date	File	Place of Inspection
Learning and Development Strategy 2005-2008			