

Member Development

Report of the Chief Fire Officer

For further information about this report please contact Paul Raymond, Chief Fire Officer, on 01743 260205 or Louise McKenzie, Assistant Chief Fire Officer Human Resources on 01743 260280.

1 Purpose of Report

This report updates the Committee on Member development activity over the past year and proposes a Training and Development Plan for the year April 2013 to March 2014.

2 Recommendations

The Committee is asked to note the backward-looking report and agree the proposed Training and Development Plan for the year April 2013 to March 2014.

3 Background

In April 2012 the Committee agreed a Member Training and Development Programme for the year to March 2013, which covered technical competence and specific knowledge of the Fire and Rescue Service to assist Members in performing their role with the Fire Authority.

4 Progress Against the Training Plan 2012 - 13

Table 1 overleaf shows the training that has been delivered to Members for the year to 31 March 2013. Table 2 details the training, which was agreed but not delivered, and gives the reasons for non-delivery.

Table 1 – Member Training Delivered 2012/13

Date	Training Event	Participants
16 May 2012	Equipment Demonstration / Familiarisation	All Members
18 June 2012	Induction for new Members	New Members
6 September 2012	Review of the Statement of Accounts	Audit and Performance Management Committee
18 October 2012	Firefighters Pension Scheme (IHR)	Human Resources Committee
13 February 2013	Standards Regime from 2012	Fire Authority

Table 2 – Member Training not Delivered 2012/13

Training Event	Reason for Non-Delivery
Fire Pensions Update	Advice from the Pensions Team and Shropshire Council suggested that it may be better to wait until the detail of the new Firefighter Pension Scheme had been announced before undertaking training, so that Members had the most up-to-date picture. This can be re-scheduled for 2013/14
Dyslexia Awareness	The agenda for the July meeting of the Fire Authority was too full (as this is the Annual Meeting) to accommodate either Dyslexia or Gypsy and Traveller Awareness training.
Gypsy and Traveller Awareness	Members were instead provided with the dates when the Gypsy and Traveller Awareness sessions were being run for staff around the County and a number attended those sessions. The Dyslexia Awareness training needs to be re-scheduled, if Members determine it is still required.
Meeting the Challenge Ahead Public Value Regional / National Issues	Given that Members were fully involved in, and many attended, the 2020 consultation process with staff during the year, this training initially scheduled for December 2012, was not necessary.

Training Event	Reason for Non-Delivery
Joint Fire Control demonstration with Hereford and Worcester Fire and Rescue Service	This project is moving ahead but has not yet reached a stage to enable a meaningful demonstration for Members.

The proposed schedule for 2013/14 is appended to this report and, as requested by the Committee at its last meeting, proposes the inclusion of items carried forward from the 2012/13 Plan as referred to above, should Members still consider them to be relevant.

5 Results of the Member Training and Development Questionnaire

The Member Training and Development Questionnaire was issued in August 2012 and 11 Members returned their forms. Having analysed the returns, it is clear that the greatest level of demand is around the areas associated with Strategy and Resources Committee and strategic risk and planning, ie:

- Monitoring financial information
- Asset management and procurement strategies
- Community risk reduction planning
- Public Value and 2020 Strategy

There were also several 'high' and 'medium' level needs in relation to the areas of work covered by the Appeals Panel of the Human Resources Committee and the Audit and Performance Management Committee, although not necessarily from Members already sitting on those committees.

To remedy this it is suggested that some training is provided and offered to all Members on financial and strategy issues initially and, if resources allow, officers will subsequently look to provide training to Members sitting on the Appeals Panel and Audit Committee.

6 Proposed Training and Development Plan 2013/14

The proposed schedule for 2013/14 is appended to this report. Dates are yet to be confirmed and the Training Plan will be issued to all Members, when this has been completed.

It should also be noted that the imminent Local Government elections may create a need to provide induction training to any new Members appointed to the Fire Authority. For that reason an induction session is proposed on the Training Plan.

7 Financial Implications

A budget exists for Member development and any provision would be contained within the budget. There are, therefore, no additional financial implications arising from this report.

8 Legal Comment

There are no legal implications arising from this report.

9 Risk Monitoring

When writing this report officers have reviewed Brigade Order 3 Part 2 Risk Management Protocol and have determined that there are no risk implications associated with it.

10 Equality Impact Assessment

This report provides historical information regarding training delivered to Members and forthcoming Member development in 2013/14. Any activities will be targeted at identifying and meeting Members' needs. As such an Equality Impact Assessment is not necessary.

11 Appendix

Proposed Member Development Plan 2013/14

12 Background Papers

There are no background papers associated with this report.

**Shropshire and Wrekin Fire and Rescue Authority
 Proposed Member Development Plan 2013/14**

Dates to be confirmed	Event	Venue
	<p>An introduction to the Fire Authority</p> <p>Corporate Responsibilities</p> <ul style="list-style-type: none"> • Vision, Aims and Objectives • Statutory and non-statutory business <p>Our Services</p> <ul style="list-style-type: none"> • Service Delivery – Structure and Function • Duty Systems • Retained Firefighters • Training • Districts <p>Our People</p> <ul style="list-style-type: none"> • Workforce Development • Core Values and Organisational Culture 	<p>Service Headquarters, Shrewsbury</p>
	<p>Authority Finance and Strategy</p> <ul style="list-style-type: none"> • Monitoring financial information • Asset management and procurement strategies • Community risk reduction planning • Public Value and 2020 Strategy 	<p>Service Headquarters, Shrewsbury</p>

Dates To be confirmed	Event	Venue
	Gypsy and Traveller Awareness training (to run before a Fire Authority meeting, if required)	Service Headquarters, Shrewsbury
	Dyslexia Awareness	Service Headquarters, Shrewsbury
	Fire Pensions Update <ul style="list-style-type: none"> • New Firefighters' Pension Scheme • Overview of other historical schemes • Ill-health retirement and injury awards (Proposed to run prior to the next Human Resources Committee in October 2013)	Service Headquarters, Shrewsbury
	The Role of the Authority Member <ul style="list-style-type: none"> • Governance / Leadership • Health and Safety responsibilities • Corporate Risk / Business Continuity responsibilities • Confidentiality / Freedom of Information / Data Protection 	Service Headquarters, Shrewsbury
	Joint Control demonstration with Hereford and Worcester Fire and Rescue Service (as and when applicable in the project roll-out)	Service Headquarters, Shrewsbury