

Member Development

Report of the Chief Fire Officer

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1 Purpose of Report

This report updates the Committee on Member development activity over the past year and proposes training and development activity for the year April 2016 to March 2017.

2 Recommendations

The Committee is asked to note the backward-looking report and agree the proposed training and development activity for the year April 2016 to March 2017.

3 Background

In April 2015 the Committee agreed a Member Training and Development Programme for the year to March 2016, 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 2015/16

The table overleaf shows the training events held over the period.

Training and development carried out during 2015/16

9 July 2015	Audit and Performance Management Committee (A&PM) Presentation on accidental fires, accidental dwelling fires and fire related deaths / injuries Delivered by Area Manager Prevention Protection Response
10 July 2015	Induction Session for New Members Delivered by Chief Fire Officer and Assistant Chief Fire Officer
17 September 2015	A&PM Statement of Accounts Awareness session Delivered by Head of Finance
17 September 2015	A&PM Presentation on deliberate fires Delivered by Group Manager Prevention and Protection
15 October 2015	Member Conference <ul style="list-style-type: none"> • Service Transformation • Prevention and Protection • Partnerships • Dementia Awareness • Home Fire Risk Assessment • Shropshire Fire Risk Management Services Ltd. • The Way Forward for the Service
10 December 2015	A&PM Role of Audit Committee Delivered by Ceri Pilawski and Pete Chadderton, Audit Services, Shropshire Council
10 December 2015	A&PM Presentation on attendance targets Delivered by Group Manager Shrewsbury, Telford and Wrekin
24 February 2016	Electronic Member Expense claims Delivered by Adam Jones
1 March 2016	Risk Management Training Delivered by Chris Greaves, Senior Strategic Risk Analyst, Zurich Municipal

The Member Conference ran in October 2015 and was very well received. Twelve members attended. It was a busy day with a wide variety of material and feedback showed that there were no significant requests for further specific training.

A fire pensions update was also planned but, due to the continued high volume of work associated with the changing schemes and the industrial action in the first part of the year, this was not progressed.

Members requested the opportunity to observe the job-related tests and, whilst this has not been achieved, the forthcoming wholetime recruitment activity provides an excellent opportunity.

5 Training Needs Analysis

A Training Needs Analysis for was sent to all Members in August 2015. The return rate was 41% (7 forms).

Officers are considering a more effective means of seeking this information from Members to improve the response rate and the new Development Officer will look at this for the forthcoming survey.

6 Proposed Training and Development Activity for 2016/17

Pertinent areas for the coming year are:

- Fire Pensions Update;
- Service Transformation Programme (focusing on benefits achieved);
- Mental Health Awareness in support of the Service's Time to Change Pledge; and
- Observation of wholetime recruitment job-related tests for the 2016 recruitment campaign.

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 Initial Impact Assessment

This report provides historical information regarding training delivered to Members and proposed areas for Member development for the coming financial year. Any activities will be targeted at identifying and meeting Members' needs. As such, an Initial Impact Assessment is not necessary.

10 Equality Impact Assessment

This report provides historical information regarding training delivered to Members and proposed areas for Member development for the coming year. Any activities will be targeted at identifying and meeting Members' needs. As such an Equality Impact Assessment is not necessary.

11 Appendix

There are no appendices attached to this report.

12 Background Papers

There are no background papers associated with this report.