

MEETING	Democratic Services Committee
DATE	10 March 2015
SUBJECT	Personal Development Reviews
PURPOSE	Present the latest information
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Background

1. The committee will recall the need for the Councils to have a system whereby members are offered a personal development reviews (PDR). The Local Government Bill, Wales, 2011 insists that every Council must offer members a process to assess their development needs.

2. Following discussions at this committee, each member who does not sit on the Cabinet was contacted to offer them this opportunity. 20 of the 65 front-line members received a Personal Development Review interview during September and October 2014, and below is a list of the development fields resulting from the interviews.

Themes emerging from the interviews

3. Some common themes emerged from the interviews, including:

- Information in relation to who is who/ whom to contact
- Developing language skills (Welsh)
- Developing confidence for public speaking
- Dealing with difficult situations
- Chairing meetings (especially with web-casting)
- Twitter/ Facebook – how to develop and use social media
- I-pads
- Prepare prospective elected members prior to election
- More training for newly elected members (following election)
- Web-casting

4. Please note that some of the themes are already included in the current training programme for elected members, and the interviews have been a way of increasing awareness of some of the courses.

A table is attached identifying the training fields that are common to more than one member, more specialised training fields, and also to compare the list with current provision already available or being developed.

Assessing the PDA's

5. In addition to updating the committee of the training requirements identified, the value of the personal development reviews must be assessed. There are two elements to this work.
6. Firstly members who took part were asked for their views on the process. They were asked about how it felt to have the chance to have an informal confidential discussion about development and training needs (and some other things)? Was the process too formal? Is there anything that can be done to improve things?
7. Only a small number of comments were received. The comments were positive, noting that members appreciated the chance to have an informal discussion about their training needs. In addition, a number appreciated the chance to chat about other matters and present ideas on how to improve things and do other things differently.
8. Secondly, we will be trying to assess if and what members have gained from being part of this process (if at all). It is considered too early to undertake this work at the moment. More time is needed prior to assessing in order to arrange and facilitate more training sessions and ensure sufficient time for members to reflect on any developments. This work will happen within the next few months with a further report presented to the Democratic Services Committee in due course.