

## EMPLOYMENT COMMITTEE

22 September 2011

### PRESENT:

Councillors Powell (Chairman), Ms Perkins (Vice-Chairman), Bacon, Mrs Constable, Lewin, Mynott, Smedley and Thomas.

**(APOLOGIES FOR ABSENCE** were received from Councillors Mrs Arnold, Heath and Mrs Tranter)

Also present: Councillor Greatorex as Cabinet Member for Organisational Development.

The Chairman made mention of the fact that it was Councillor and Mrs Heath's Diamond Wedding Anniversary on the evening of the Meeting and the Chairman and members of the Committee expressed their good wishes to Councillor and Mrs Heath.

### 124 MINUTES

The Minutes of the Meeting held on 5 July 2011, as printed and circulated, were taken as read, approved as a correct record and signed by the Chairman.

### 125 DECLARATIONS OF INTEREST

There were no declarations of interest.

### 126 MEMBERS' LEARNING AND DEVELOPMENT NEEDS ANALYSIS

It was reported that Member Learning and Development was a key factor in Lichfield District Council's continuing performance as a good Council.

It was noted that this Committee had been active in promoting and improving the numbers responding to the Learning and Development Needs Analysis (LDNA). The response rate over the last two years had been an average of 50% and it was reported that although this was an improvement over previous years there was still some way to go to ensure that the majority of Members were taking up the learning and development opportunities that this Committee has identified as being important.

Members were advised that the purpose of the survey was to identify any individual learning and development requirements to ensure that Members were able to fulfil their role as a Councillor more effectively. A list of topics identified as essential for all Members to attend were noted.

Members noted the content of the proposed LDNA Questionnaire 2011 and the Self Review Tool for Members attached at Appendix A to the report together with the questionnaire on the Members' Induction Programme attached at Appendix B to the report.

**RESOLVED:** (1) That a list of attendees for each training session be forwarded to the Chairman and Vice-Chairman of this Committee, that Group Leaders be asked to encourage Members of their respective Groups to fully participate in Member training and that members of this Committee be provided with a ranked list of the most popular training courses held in 2010/11;

(2) That the Committee consider the outcome of the survey at its next meeting to ensure that Member learning and development priorities are met;

(3) That the Committee advise on an ongoing basis on how best to promote learning and development to Members;

(4) That the content of the survey on the Member Induction Programme be noted.

#### **127 DATE AND TIME OF NEXT MEETING**

Members were advised that the next scheduled Meeting of the Employment Committee was Thursday 12 January 2012 and noted that the Staffordshire County Council Pension Administration Team would give a presentation on the Local Government Pension Scheme on Wednesday 19 October 2011 at 6pm on the Council Chamber to which all Members had been invited.

#### **IN PRIVATE**

#### **128 BUDGET REDUCTION PROGRAMME – VOLUNTARY REDUNDANCY APPLICATIONS**

Members considered applications for Voluntary Redundancy, which had been received as part of the Council's Budget Reduction Programme.

**RESOLVED:** That the Voluntary Redundancy applications detailed at Appendix A to the report be approved.

(The Meeting closed at 6.55pm)

CHAIRMAN