

Member induction survey results

The survey ran in the latter months of 2015 following the previous induction programme. There were 18 responses from members, with an equal ratio of new and returning members. The analysis of the survey responses is summarised in the following paragraphs under themed headings:

Welcome pack: with one exception all respondents were either satisfied or very satisfied with the format and felt that it was appropriate, well-timed and relevant.

Information and administrative sessions: these were considered good or very good.

Specific sessions: these sessions took place during the initial induction fortnight. Not all respondents attended all the sessions. However, the majority who did attend felt the specific sessions to be relevant or very relevant. Comments included that there should be more focus on the ward member role in relation to planning and parish council matters at the outset and that this should be mandatory. The feeling was that new members were not well enough informed to fulfil their role in these matters early on. Specific committee-related training was felt to be beneficial. See table below* for attendance figures for these sessions.

Format of delivery: The majority were in favour of fewer sessions, and to have more time with chief officers. Collective responses suggest that a blend of day and evening sessions would be preferable, with the majority preferring face to face sessions rather than on-line training.

Frequency of delivery: There was limited interest in ongoing training/briefing events at regular intervals, with most respondents preferring ad-hoc sessions as and when matters arise. The provision of day-time only sessions was felt to be a barrier to learning for members who work full-time and discriminated against those members.

On-line resources: Responses showed that the ward member updates are accessed considerably more than the councillors' handbook, with only just over 60% of respondents using the handbook compared with almost 90% using the ward updates. It was also stated that there was limited time to refer to the handbook and problems with IT and connectivity were cited as reasons for not accessing on-line resources more often or at all. In that regard, early support with learning about new ICT equipment would be welcomed. There was a request for a list of key contacts within the council, suggesting that this existing provision is not accessed via the handbook.

Core competencies, role descriptions and personal development reviews: Most respondents were in favour of personal development reviews, with 4 disagreeing or strongly disagreeing. It was suggested that a mentoring or buddy system would be helpful for new members.

*The figures below confirm the total number of members attending the face to face sessions provided during the first two weeks of the induction programme.

Face-to-Face Sessions									
12-May (AM)	12-May (PM)	14-May	15-May	18-May	18-May	19-May	20-May	21-May	
Info Gov'nance	Roles & Responsibilities	County Tour	Corporate Parenting	Media	Devt Mgmt	Partnership	Regulatory	Intro Council	
total	40	53	12	53	20	53	19	53	15

= mandatory