

	District Council of Coober Pedy	Issued: 15/09/2015 Next Review: Dec 2017
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Policy Name: **Council Member Training & Development Policy**

1. INTRODUCTION

The District Council of Coober Pedy is committed to providing training and development activities for its Council Members, including the mandatory training requirements under the LGA Training Standards, and recognises its responsibility to develop and adopt a policy for this purpose under section 80A of the Local Government Act.

Following the amendment to the Local Government Act and the Local Government (General) Regulations 2013 in November 2014, this policy incorporates the new requirements for Council Members to undertake mandatory training within the first year of election to office, which complies with the *LGA Training Standards* as defined in regulation 8AA of the Local Government (General) Regulations 2013.

2. POLICY OBJECTIVE

To ensure Council Members are offered opportunities to undertake the required training in accordance with the *LGA Training Standards* and any other appropriate training and development activities relevant to their role and functions.

3. SCOPE

This policy applies to all Council Members, who each have an obligation to abide by this Policy

4. TRAINING & DEVELOPMENT PLAN

Council will develop and adopt a Training & Development Plan so as to ensure that activities available to all Council Members comply with the Regulations and contribute to the personal development of the individual and the achievement of the strategic and good governance objectives of Council.

Particular emphasis will be given in the Training & Development Plan to the participation of all Council Members in the development of a new team following a general election as well as the orientation of first time Council Members.

In preparing its Training & Development Plan the Council will utilise a range of strategies to identify the needs of Council and match these needs against its strategic

and good governance objectives. In particular, the Council, in consultation with Council Members who have been re-elected for another term on Council, will undertake a 'gap analysis' to identify the appropriate modules within the *LGA Training Standards* that should form the basis of the required training for returning Council Members.

Council recognises that in order to carry out their roles and responsibilities to the community Council Members will need specific training and refresher courses about their legislative and governance roles and functions. The *LGA Training Standards* can be accessed on the LGA website at <http://www.training.lga.sa.gov.au/index.cfm/council-member-training/lga-training-standard/>. They consist of the following modules:

- Module 1 - Introduction to Local Government - Role and function of Council Members
- Module 2 - Legal Responsibilities
- Module 3 - Council and committee meetings
- Module 4 - Financial Management and Reporting

Council Members who are new to Council will be required to undertake all four modules. Returning Council Members will undertake the appropriate modules identified through a 'gap analysis' of their skills and training needs

Other training issues will emerge that are directly related to specific service areas and other community issues and address environmental, social and economic challenges facing the community.

It is recognised that a range of delivery methods will be required to support the training needs of Council Members, including:

- In-house workshops, seminars and briefing sessions conducted by the Council with appropriate staff, trainers and guest speakers;
- Attendance at workshops, seminars and conferences offered by training providers and industry bodies including the Local Government Association of SA, Local Government Managers Australia, other industry bodies and/or private providers offering courses for Members to gain new skills and knowledge and to network with other Council Members;
- Printed material, including training booklets and discussion papers, that may be distributed for information;
- On-line self-paced learning; and
- CD Rom/DVD information.

Council's Training & Development Plan will include the agreed delivery method to respond to the needs of Council Members identified during the development of the training plan.

5. ANNUAL BUDGET ALLOCATION

A budget allocation will be provided to support the training and development activities undertaken by Council, and progress against expenditure of the budget allocation will be reported on a quarterly and annual basis.

All training undertaken by Members will be recorded in the Council Allowances and Benefits Register which will be updated as required to reflect attendances.

6. ATTENDANCE AT TRAINING PROGRAMS/ ACTIVITIES

The Training & Development Plan will determine the nature of training to be made available however access to training programs not directly conducted by the Council will require approval upon application and must link to the training plan unless otherwise agreed by the Council.

Application forms are available from the CEO (or nominee).

Following attendance at a training program or activity, individual Council Members are required to prepare a report outlining the nature of the training program/activity and the benefits gained through attendance along with feedback on ideas to enhance the program/activity.

The CEO will keep a record of all training attended, but particularly the mandatory training requirements. Failure to complete the mandatory training requirements in the relevant time frame amounts to a breach of the Council Members Code of Conduct.

7. PAYMENTS/ REIMBURSEMENTS

The reimbursement of expenses for training purposes must be approved by the Council consistent with its Training & Development Plan or through a separate resolution endorsing attendance at the training program/activity.

Where approval has been granted by Council for attendance at a training program/activity a Member may seek reimbursement of expenses in accordance with the relevant provisions of the Local Government Act 1999 and Regulations.

8. ANNUAL REPORTING

A Council's annual report will include a segment regarding the operation of this Policy, the nature of matters raised in the Training & Development Plan, attendances by Members and expenditure allocated and used for training of Council Members.

9. STATEMENT OF ADOPTION AND REVIEW

This policy was adopted on 14 July 2010 and will be reviewed at any time pursuant to Section 80A of the Local Government Act 1999.

Council Member Training & Development Plan

DISTRICT COUNCIL OF COOBER PEDY

(Either prepared as a plan for the 4 year Term of Office and reviewed annually, or as an annual plan)

Details	Available to	Provider	Date	Cost
LGA Training Standards				
Module 1 - Introduction to Local Government - Role and function of Council Members	All new Council Members	On Line		
Module 2 - Legal Responsibilities	All Council Members	On Line		
Module 3 - Council and committee meetings	All new Council Members	On Line		
Module 4 - Financial Management and Reporting	All Council Members	On Line		
Overview of the District Council of Coober Pedy Development Plan and associated Planning and Development issues	All Council Members			
Committee Specific Training				
Council Development Assessment Panel Member Training	CDAP Members	Consultant – Grant Riches		July 2015
Council Development Assessment Panel Workshops for relevant P&D issues eg Code of Conduct	CDAP Members	Consultant – Grant Riches		July 2015
Financial Sustainability and Asset Management	Finance and Asset Management Committee Members	LGA*		
Audit Committee	Audit Committee	LGA*		
<i>Other Committee specific training sessions</i>	<i>As appropriate</i>			

Details	Available to	Provider	Date	Cost
LGA Education and Training Services				
Public Speaking Skills for Council members	All Council Members	LGA*		
Media Skills for Council Members	Mayor and Deputy Mayor	LGA*		
CEO Performance Management	All Council Members	LGA*		
Conflict of Interest, Governance Roles and Responsibilities	All Council Members	LGA*		
Council & Committee Procedures and Chairing Skills	All Council Members	LGA*		
CDAP Fundamentals	CDAP Members	LGA*		
Strategic Financial Sustainability for Good Governance Decision Making	All Council Members	LGA*		
<i>Other relevant training programs provided by LGA</i>	<i>As appropriate</i>	LGA*		
Local Conferences and Seminars				
Council Members Governance Residential Program	All Council Members	LGA		
Council Members Strategic Issues Residential Program	All Council Members	LGA		
Mayors & Chairpersons Residential Seminar	Mayor/Chairperson	LGA		
LGA Annual Conference and/or Showcase	All Council Members	LGA		
LGMA (SA) Annual Conference	All Council Members	LGMA		
<i>Other relevant local conferences that may be identified throughout the year</i> <i>Other relevant short seminars and special interest sessions throughout the year</i>	All Council Members			

Details	Available to	Provider	Date	Cost
Interstate Conferences and Seminars[#]				
Local Government Professionals Annual Conference [location]	All Council Members	LG Professionals		
Local Government Managers Australia (LGMA) National Congress [location]	All Council Members	LGMA		
ALGA National General Assembly of Local Government [location]	All Council Members	ALGA		
<i>Other interstate conferences that may be identified throughout the year</i>	<i>As appropriate</i>			

* **Note:** Consultants can be sourced from the LGA as providers are used for sessions conducted by the LGA. The LGA can also assist with organising sessions and securing presenters.

Note: All interstate conferences or seminars require an individual Council approval by resolution.