

12.1 OUTCOME OF ADVERTISING AND ADOPTION OF COUNCIL MEMBERS CONTINUING PROFESSIONAL DEVELOPMENT POLICY

- Attachments:**
1. **Council Member Continuing Professional Development Policy - Clean**
 2. **Council Members Continuing Professional Development Policy - marked up**

RECOMMENDATION:

That Council ADOPTS BY ABSOLUTE MAJORITY the Council Members Continuing Professional Development Policy at Attachment 1.

PURPOSE OF REPORT:

To present the outcome of community consultation and seek approval of the proposed Council Members Continuing Professional Development Policy at **Attachment 1**.

DELEGATION:

Section 5.128 of the *Local Government Act 1995* requires an Absolute Majority Decision to amend the policy related to continuing professional development of council members.

BACKGROUND:

Council at its meeting 21 May 2024 approved community consultation of the amended Council Members Continuing Professional Development Policy.

In accordance with the City's [Community and Stakeholder Engagement Policy](#), community consultation was undertaken for 21 days between 19 June 2024 to 10 July 2024, with no public submissions received.

DETAILS:

In accordance with Section 5.126 of the Act and Regulation 35 of the *Local Government (Administration) Regulations 1996* (Regs), Council Members must complete five mandatory training courses within the first 12 months of being elected.

The mandatory courses are:

- Understanding Local Government;
- Serving on Council;
- Meeting Procedures;
- Conflicts of Interests; and
- Understanding financial reports and budgets.

The policy fulfils the requirements of section 5.128 of the Act, reinforces the City's reporting obligations and aligns with the City's existing practice. The professional development report for each financial year can be found on the City's website under Publicly Available Council Registers.

The findings of Administrations review identified the following substantive changes to the Policy:

1. Training Outcomes

The policy is lacking direction on the types of training that should be accessed by Council members. A 'training outcomes' section has been included to assist in displaying the types of training that should be sourced and the potential outcomes that would benefit the City. This change aligns with the WALGA template policy.

2. Training Approval Clarification

Clause 2 of the policy has been updated to include an additional consideration for when training may not be granted. Training and continuing professional development is for the purpose of enhancing a Council Member's performance of their role. Therefore, in some instances, approval may not be granted where attendance conflicts with scheduled Council or Committee meetings, unless Council has otherwise resolved to support this. This addition aligns with the WALGA template policy.

3. Booking Process

Clause 3 of the policy has been strengthened to include the below sentence for clarification around the booking process:

- *Council Members are not to pay such costs and seek reimbursement, except in the case of an emergency or unique circumstances and subject to the Chief Executive Officer's prior approval.*

4. Publishing Timeframe

Clause 5 has been refined to include a timeframe for when the annual report of completed training should be published on the City's website. The policy now states that the report will be published within one month of the financial year ending. This provides consistency with reporting and aligns with the WALGA template policy. This would not preclude the register from being published more frequently but would provide guidance for staff on requirements.

CONSULTATION/ADVERTISING:

The proposed policy was advertised on the City of Vincent website as follows:

- The consultation webpage published on the Imagine Vincent website from 13 March 2024 to 10 April 2024 was visited by 18 members of the public.
- News Item on the City's website – 19 June 2024.

No public submissions were received.

LEGAL/POLICY:

Section 2.7(2)(b) of the *Local Government Act 1995* provides Council with the power to determine policies.

The City's [Policy Development and Review Policy](#) sets out the process for the development and review of the City's policy documents.

In accordance with section 2.3 of the Policy Development and Review Policy:

The purpose of a policy is to provide guidance concerning the professional development of Council Members. Section 5.128 of the Act requires local governments to review its policy relating to the continuing professional development of council members after each ordinary election and prescribes that the local government may amend the policy (by absolute majority).

LOCAL GOVERNMENT DECISION MAKING HIERARCHY



RISK MANAGEMENT IMPLICATIONS

Low: It is low risk for Council to adopt the Council Members Continuing Professional Development Policy as it is a statutory requirement under the *Local Government Act 1995* the Council's adopt such a policy.

Not adopting the policy would be a breach of S.5.128 of the Act which requires a local government to prepare and adopt by Absolute Majority a policy in relation to the continuing development of council members.

S.5.128(5) a local government must review the policy after each ordinary election. Should council not adopt the reviewed policy this would be a breach of the Act.

STRATEGIC IMPLICATIONS:

This is in keeping with the City's *Strategic Community Plan 2022-2032*:

Innovative and Accountable

We embrace good ideas or innovative approaches to our work to get better outcomes for Vincent and our community.

FINANCIAL/BUDGET IMPLICATIONS:

Council Member Professional Development is determined through the City's operating budget.

Council Members Continuing Professional Development Policy


CITY OF VINCENT

<p>LEGISLATION / LOCAL LAW REQUIREMENTS</p>	<p>Section 5.128 of the <i>Local Government Act 1995</i>. <i>'the chief executive officer shall maintain a register of professional development.</i> <i>this policy must be adopted and reviewed by absolute majority vote.</i> <i>this policy must be reviewed after each ordinary election the CEO must publish an up-to-date version of the policy on the local government's official website'.</i> Regulation 34ad <i>Local Government (administration) Regulations 1996</i>.</p>
<p>RELEVANT DELEGATIONS</p>	<p>Nil.</p>
<p>RELATED POLICY PROCEDURES AND DOCUMENTS</p>	<p>Council Members Allowances, Fees and Reimbursement of Expenses Policy Register of Professional Development (D17/36578)</p>

INTRODUCTION

Council acknowledges its commitment to the training and development of Council Members to assist in the fulfilment of duties and responsibilities of public office and in the interests of effective representation.

Council Members are encouraged to continually improve their knowledge and expertise to enhance the quality of representation and promote well informed decision making. This can be achieved by participating in conferences, programs and training courses which provides for professional development relating to their role and responsibilities in local government.

Such professional development programs are those developed by industry-recognised providers and (generally) delivered locally.

Access and participation in the identified professional development courses and programs is made available to all Council Members.

PURPOSE

The primary objective of this policy is to provide guidance concerning the professional development of Council Members.

Council Members Continuing Professional Development Policy



CITY OF VINCENT

OBJECTIVE

To:

- establish policy, in accordance with 5.128 of the *Local Government Act 1995*, that details the City's commitment to the continuing professional development of Council Members, and
- reinforce the reporting obligations on the training completed by Council Members in each financial year.

SCOPE

This Policy applies to City of Vincent Council Members.

DEFINITIONS

Professional Development means; training, conferences, conventions, congresses, study tours, forums, information sessions, workshops and events related to local government and of interest to the City of Vincent.

Council Member means a person who is currently serving a term of office as an elected member of the Council in accordance with the Act.

POLICY PROVISIONS

1. Meeting the professional development needs of Council Members

The City will endeavour to address and meet the identified professional development needs of Council Members.

The options for providing such professional development includes:

1.1 Council Member Induction

Following each election, the City of Vincent will conduct a comprehensive induction program, providing newly elected Council Members with information that will support them to understand Council Member roles and responsibilities; legislative obligations; personal responsibilities; and strategic direction of the Local Government. Continuing/previously elected Council Members are encouraged to participate in nominated elements of the induction program, to assist in fostering a team culture and to refresh their understanding.

1.2 Mandatory Modules for Council Members

- All Council Members elected to Council following the 2019 local government elections are required to complete the five mandatory modules of the Council Member Essentials Course.
- The training is valid for five years therefore a Council Member is only required to undertake the training at every second election.
- The course must be completed within 12 months of appointment to Council.

1.3 Council Capacity Building

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CM Reference: D24/78833

Council Members Continuing Professional Development Policy

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Within 6 months after an election, a Council Workshop will be convened to enable Council Members to collaboratively develop a program of Council Capacity Building.

The program developed at the workshop will form the basis for regular training provided to all Council Members as a group, to encourage Council to focus on continuous improvement in its function as a governing body.

The CEO will coordinate training in accordance with the agreed program, with details of dates and delivery modes to be determined in consultation with Council Members.

1.4 Continuing Professional Development

- Council Members will be provided access to all West Australian Local Government Association (WALGA) Council Member training and development programs;
- Council Members will be encouraged to attend annual conferences of the major professions in local government and other institutions of relevance to local government activities; and
- Council Members will be able to attend eligible events where the Chief Executive Officer (CEO) or Council is of the opinion attendance would benefit the Council Member and the City.

1.5 Training Outcomes

In order to be eligible for approval under this policy, Continuing Professional Development must be relevant to the role of a Council Member, and offer demonstratable benefit to the Council as a governing body, the City of Vincent as an organisation, and the broader community.

This includes Continuing Professional Development that:

- Enhances the understanding of Council Member roles and responsibilities, and/or the role and function of Local Government;
- Assists Council Members to develop knowledge and skills in relation to the strategic objectives of the City of Vincent;
- Enables Council Members to further develop personal and professional skills necessary for excellence in performance of the Council Member role; or
- Supports Council Members in developing and maintaining positive and healthy communication, team culture and relationships, to facilitate excellent teamwork to achieve outcomes that deliver good government for the City of Vincent community.

Eligible Continuing Professional Development activities include:

- WA Local Government Association Council (WALGA) and Australian Local Government Association (ALGA) conferences.
- Special 'one off' conferences called for or sponsored by WALGA and/or ALGA on important Local Government issues.
- Annual conferences of the major professions in Local Government and other institutions of relevance to Local Government activities.
- Other Local Government-specific training courses, workshops and forums, relating to the outcomes listed above.
- Training relevant to the outcomes listed above offered by accredited organisations.

Council Members Continuing Professional Development Policy



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- Conferences, training, workshops or seminars that address the initiatives and projects identified in the City of Vincent's Strategic Community Plan, Corporate Business Plan or other strategic documents.

Council Members are encouraged to identify and share relevant Continuing Professional Development opportunities with Council and the CEO. The CEO will also identify and inform Council Members of relevant opportunities.

2. Accessing professional development

Request for professional development may be initiated by the Council Member or through Administration's Professional Development Training Program and must be forwarded to the CEO prior to enrolment or registration.

The CEO will consult with the Mayor in relation to the request to determine that:

- the application is relevant and appropriate and addresses the Council Member's professional development needs;
- there are enough funds available for all costs likely to be incurred in the elected member's proposed professional development; and
- the proposed Elected Member is the most appropriate to undertake the specific professional development.

No Council Member is permitted to undertake professional development in the last 6 months of his or her term of office, unless approved by Council.

The CEO is authorised to approve requests from Council Members for professional development based on consultation with the Mayor and providing that:

- The training, development or conference is organised by an identified, industry recognised training provider;
- The training, development or conference is held within the Perth metropolitan region; and
- The training, development or conference does not conflict with scheduled Council or Committee meetings.

Any requests that do not meet the above criteria, including those for attendance at courses or conferences outside of the Perth metropolitan region are to be submitted to Council for consideration.

If the Mayor and CEO determine NOT to approve a request for professional development, the affected Council Member has the right to put the matter before Council for consideration and final determination.

3. Booking Arrangements

The City will make all bookings associated with the proposed professional development, including where relevant, airline bookings, accommodation and registration.

Council Members are not to pay such costs and seek reimbursement, except in the case of an emergency or unique circumstances and subject to the Chief Executive Officer's prior approval.

4. Registration

Council Members Continuing Professional Development Policy

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The City will pay all normal registration costs for Council Members, including those costs relating to official luncheons, dinners and tours/inspections that are relevant to the interests of the City.

5. Reports

Following attendance at conferences, congresses, study tours and any seminars, forums, workshops of two (2) days or more duration, the Council Member/s that attended shall submit an individual or composite report, which is to be signed by each attendee, to the Council (to be included in the Information Bulletin) within thirty days of their return to Perth, for the Council's information and records. The report shall include a summary of the event's proceedings, major points of interest to the City and any recommendations, including as to whether attendance at similar conferences in the future is warranted.

Administration is also required to report annually on completed training. Completed training must be published on the City's website within one month of the financial year ending. This will include the Council Member Essentials Course and any continuing professional development undertaken by Council Members.

6. Budget allocation

The City's Annual Budget will include:

a. Whole of Council Training and Development

An allocation for Council as a whole, to be used for:

- Council Member Induction, dealt with under Part 1.1 of this Policy;
- Mandatory Council Member Training, dealt with under Part 1.2 of this Policy, and
- Council Capacity Building, dealt with under Part 1.3 of this Policy.

b. Council Member Professional Development

An allocation for each Council Member to be used for individual Continuing Professional Development, as specified under Part 1.4 of this Policy. Council Members may select training and professional development to be funded from this allocation, subject to approval in accordance with this Policy.

Unexpended allocations at the end of a financial year will not be carried forward to the next financial year.

Any professional development proposal that exceeds an individual Council Member's allocation will be referred for Council decision. Alternatively, the Council Member may choose to privately fund any shortfall. This will not be eligible for reimbursement from a future budget allocation.

Council Members Continuing Professional Development Policy



CITY OF VINCENT

OFFICE USE ONLY	
Responsible Officer	Executive Manager Corporate Strategy and Governance
Initial Council Adoption	16/06/2020
Previous Title	Elected Member Continuing Professional Development Policy
Reviewed / Amended	17/05/2022
Next Review Date	10/2023

Council Members Continuing Professional Development Policy



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<p>LEGISLATION / LOCAL LAW REQUIREMENTS</p>	<p>Section 5.128 of the <i>Local Government Act 1995</i>. <i>'the chief executive officer shall maintain a register of professional development.</i> <i>this policy must be adopted and reviewed by absolute majority vote.</i> <i>this policy must be reviewed after each ordinary election the CEO must publish an up-to-date version of the policy on the local government's official website'.</i> Regulation 34ad <i>Local Government (administration) Regulations 1996</i>.</p>
<p>RELEVANT DELEGATIONS</p>	<p>Nil.</p>
<p>RELATED POLICY PROCEDURES AND DOCUMENTS</p>	<p>Policy 4.2.7— Council Members Allowances, Fees and Reimbursement of Expenses Policy Register of Professional Development (D17/36578) Professional Development Advance and Acquittal Statement (D19/179644)</p>

INTRODUCTION

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Responsible Officer	Executive Manager Corporate Strategy and Governance
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