

<b>Policy Reference Number:</b>	2.19
<b>Classification:</b>	Legislative
<b>Last Reviewed:</b>	14 December 2022 (Res 107/2023)
<b>Next Review Date:</b>	December 2026
<b>Responsible Officer:</b>	Chief Executive Officer
<b>Approved by:</b>	Council Resolution
<b>Applicable Legislation:</b>	Local Government Act 1999
<b>Related Policies, Procedures and Standards:</b>	Section 80A Local Government Act 1999 Section 8AA Local Government (General) Regulations 2013

## 1. POLICY STATEMENT

District Council of Robe 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 November 2014, this policy which applies to all Council Members, 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. 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. The Training & Development Plan will operate during the entire term of the Council and be reviewed annually.

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 LG Reform has resulted in some changes to the LGA Training Standards which can be viewed on the LGA website. The new standards now consists of 18 modules for Councillors, and 22 for the Presiding Member which has been defined into the following learning objectives and outcomes:

- Behaviour – To identify attributes and develop skills that uphold the behavioural standards and principles of good governance
- Civic – To develop knowledge of the Australian system of government and how councils fulfil the objectives of the Local Government Act to deliver reputable community outcomes
- Legal – To develop the knowledge and skills required to meet the legal responsibilities of a council member
- Strategy & Finance – To develop the knowledge of integrated strategic and annual business planning and the skill to manage public funds appropriately.

Council Members who are new to Council will be required to undertake all modules. Returning Council Members will undertake the appropriate modules identified through a 'gap analysis' performed by the Chief Executive Officer of their skills and training needs. Council recommends that returning Council Members should undertake all modules as a refresher.

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.

Elected Members will be consulted on their training plan and the method of delivery.

### **3. 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.

#### **4. ATTENDANCE AT TRAINING AND DEVELOPMENT 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, or where no budget allocation has been identified and approved under the plan for other specified local government related activities, will require Council 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 mandatory training does not require a report.

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.

#### **5. PAYMENTS/REIMBURSEMENTS**

The reimbursement of expenses for training purposes must be in accordance with Policy 2.8 'Elected Member Allowances and Benefits Policy' and section 77(1)(b) of the Local Government Act.

#### **6. 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.

#### **7. FURTHER INFORMATION**

This policy will be available for inspection at the Council offices listed below during ordinary business hours and available to be downloaded, free of charge, from Council's internet site: [www.robe.sa.gov.au](http://www.robe.sa.gov.au)

Royal Circus, Robe SA 5276

Copies will be provided to interested parties upon request. Email [council@robe.sa.gov.au](mailto:council@robe.sa.gov.au)

Any grievances in relation to this policy or its application should be forwarded in writing addressed to the Chief Executive Officer of Council.

#### **8. POLICY REVIEW**

This policy may be amended at any time and must be reviewed at least every four years since its adoption (or latest amendment).