

## *Hit the ground running*

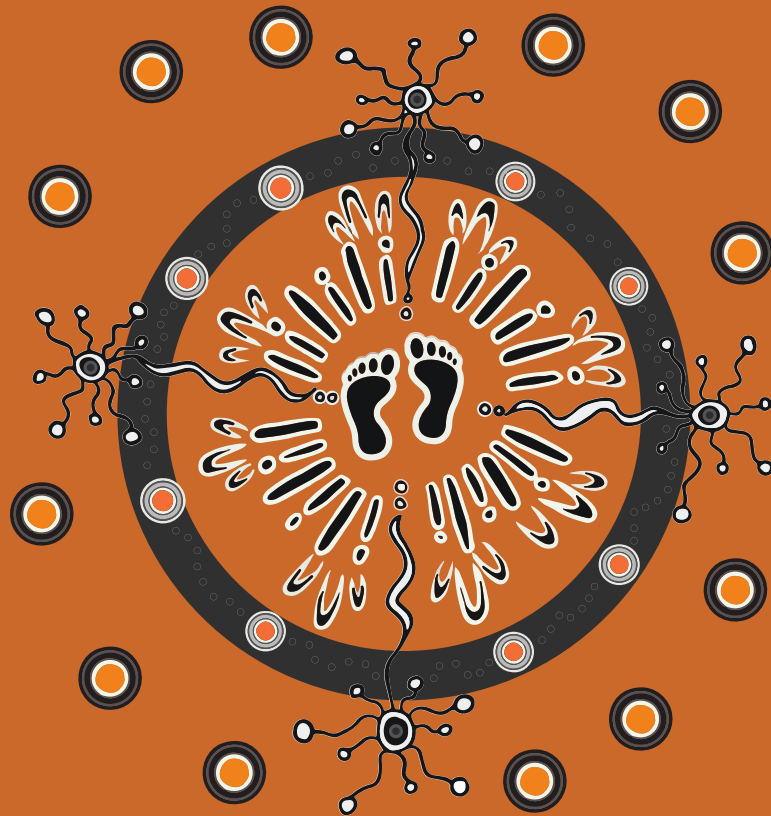
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**Webinar 12 – Ongoing Professional Development**

John Davies, Manager, Council Governance

# Welcome

Acknowledgement of Country



# Housekeeping

- Cameras on, microphones muted
- Time for questions after presentations
- Post questions in Team chat, or raise hand during question time
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# Wendy Tuckerman, Minister for Local Government



Office of  
Local Government

# Why is learning important for councillors?

One of the great benefits of being a councillor is the opportunity to undertake structured professional development. Councillors must make all reasonable efforts to acquire and maintain the skills necessary to perform their role.

**Learning  
obligations  
under the  
*Local  
Government  
Act 1993***

Councillors have a responsibility under section 232(1)(g) of the *Local Government Act* to make all reasonable efforts to acquire and maintain the skills necessary to perform their roles.



# Training requirements under the Regulation

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General managers are required under the Local

an induction program for newly elected and returning councillors and a specialised supplementary induction program for the mayor within six months of their election, and

Government (General) Regulation to ensure the delivery of:

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an ongoing professional development program for the mayor and each councillor over the term of the council to assist them to acquire and maintain the skills necessary to perform their roles

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# The Benefits of Councillor Induction

An induction program must be delivered for councillors within six months of their election.

Councillor induction is not simply about learning. It also about building rapport and finding common ground.





# The benefits of ongoing Professional Development

Ongoing professional development must be delivered for councillors over the balance of the term.

Ongoing professional development is an investment by councils in their councillors which will enhance the effectiveness of a council's performance in achieving its goals.

mayors and councillors representing their communities to the best of their ability

mayors and councillors feeling confident and supported in their roles

the governing body making decisions based on a full understanding of all the key issues and consequences

improved performance of council overall


greater understanding of, and compliance with, legal responsibilities

better management of the council's finances and resources, and

mayors and councillors developing skills and knowledge that they can take into their personal and professional lives.

# Developing an ongoing Professional Development Plan

An ongoing professional development plan must be developed for the mayor and each councillor as part of council's professional development program.



This process should be undertaken for both new and experienced mayors and councillors.



# Professional Development Activities

Professional development activities should, wherever possible, follow the 70/20/10 learning principle. The 70/20/10 principle requires that:

- 70% of learning activities are provided via learning and developing from experience
- 20% of learning activities are provided via learning and developing through others, and
- 10% of learning activities are provided via learning and developing through structured programs.

# Public reporting on councillors' learning



the name of the mayor and each individual councillor that completed council's induction program



the name of the mayor and each councillor who participated in any ongoing professional development program during the year



the number of training and other activities provided to the mayor and councillors during the year as part of a professional development program, and



the total cost of induction and professional development activities and any other training provided to the mayor and councillors during the relevant year.

- Councillors are accountable to their community for their learning
- Councils are required to publicly report on councillors' participation in induction training and ongoing professional development in their annual reports

## Where to get more information

More information on councillor induction and professional development is available in the *Councillor Induction and Professional Development Guidelines* on OLG's website.

Local Government NSW - LGNSW offers a diverse range of training programs, workshops, seminars, forums, coaching options and executive programs for councillors in NSW. - [learning@lgnsw.org.au](mailto:learning@lgnsw.org.au)



# Questions

