
NORTH AYRSHIRE COUNCIL

March 2018

Audit and Scrutiny Committee

Title: **Development for Councillors**

Purpose: To provide information on the development provided to Councillors over the last year, on attendance rates, feedback from current activities and on suggestions for future planned development.

Recommendation: That the Committee considers the report, and (1) provides feedback on the Welcome and Learning and Development programmes in 2017, (2) suggestions as to how future programmes and Member attendance can be improved, and (3) suggestions for future topics.

1. Executive Summary

- 1.1 This report provides information on development provided to Councillors over the last year, on attendance rates, feedback from current activities and on future planned development.

2. Background

- 2.1 The Audit and Scrutiny Committee of 13 February 2017 agreed that an annual report providing details on the Council's learning events programme for Councillors and individual Councillor attendance figures.
- 2.2 The background to the recommendation was the Audit Commission report on "Roles and Working Relationships- Are you still getting it right?" That report emphasised that Councillors need the skills and tools to carry out their role. It noted that evidence from Best Value Audits indicates that Councillors' take-up of training is at best variable and sometime they have poor perceptions of the training they receive. It also noted the need to receive training in relation to ALEO responsibilities, as well as scrutiny, audit and financial decision making. Finally it noted that training and development should be an ongoing process, not a one-off induction. In turn that report was a follow-up report to an Audit Commission report from 2010 which found that "Common reasons for this (lack of attendance at training) include time pressures and a lack of recognition of the need for, and value of, training and development."
- 2.3 North Ayrshire Council offers an extensive training programme for Members. It also offers a training needs analysis as part of annual PDP discussions with Members.

As a result of the elections, no PDP discussions took place in 2017 but the Council's Organisational Development Team are currently in the process of arranging 2018 PDP sessions for those Members who have requested them.

- 2.4 Appendix 1 contains details of (a) the development programme from January 2017 until the May election, (b) the Welcome Programme following the election (c) training attended by Members of the Council's Regulatory Committees and (d) the development programme from August to December 2017.
- 2.5 In the period from January 2017 to the election, three development sessions took place. The low number of sessions reflected the fact that this was in the run-up to the election. By comparison, 22 development sessions took place in 2016. Numbers attending these three sessions varied between 10 and 14, and average Member attendance was 39%. Individual Member attendance varied between attendance at all three sessions or attendance at none.
- 2.6 Following the 2017 local government elections there was an extensive welcome programme for new Members, with 19 sessions taking place over May and June. New features of this programme were the 'marketplace stalls' and site visits which each Directorate provided as part of the induction. This helped to minimise the danger of 'death by PowerPoint'. A similar marketplace approach was used for the recent session provided by our Community Planning Partners.
- 2.7 Attendance varied between 30 and eight, and average Member attendance at each session was 16.5 or 50%. Individual Member attendance varied between attendance at all 19 sessions (two Members), or attendance at one session, being the initial welcome and IT pick up session (four Members).
- 2.8 In addition, seven Members attended training in the work of the Licensing Committee, 22 in the work of the Planning Committee and nine in the work of the Licensing Board. The latter is a statutory requirement which requires an externally accredited exam to be passed before Members can sit on the Board.
- 2.9 Council previously agreed that all Members who sit on the Appeals Committee should receive training before they sit on the Committee. Two externally facilitated sessions have been held and to date, 10 Members have been trained. Those who still require to receive training before they can sit on the Committee are Councillors Brahim, Foster, Glover and McPhater.
- 2.10 Following the recess the development programme recommenced from August to December 2017 and 17 sessions were held. Attendance varied between 18 and two, and average Member attendance at each course was 9.5 or 29%. Individual Member attendance varied between attendance at 15 sessions (one Members), or none (3 Members).
- 2.11 Looking at 2017 as a whole, there were 44 development sessions in total. Whilst this is exactly double the number of sessions which were offered in 2016, this to a large extent, reflects the need for an extensive welcome or induction programme following the election. Excluding the appeals training in 2017 which was only offered to Members of that

committee, there were 43 sessions, with 544 Member attendances in total. That gives an average attendance of 12.6 Members, or 38% attendance.

This compares favourably with the 2016 figures which showed an average of 10 or 33% of Members attending those sessions which were open to all Members.

- 2.12 Individual Member attendance from May 2017 to date varied between attendance at 36 sessions (Councillor Donald L Reid) and attendance at one (Councillors Gurney, McPhater and Montgomerie). If there is a trend, it is that Members who have other employment find it more difficult to attend these sessions. This might be because of other commitments or because the development was not suited to their needs. However feedback from our recent Attainment and Pupil Equity Fund inspection also highlighted low attendance from Members. The views of Committee Members on this would be welcomed.
- 2.13 Members were able to provide feedback on sessions attended, initially by hard copy and subsequently by electronic means. Feedback results for each session are available. Generally training is well received with Councillors confirming that their skills/knowledge has increased by attending the training.
- 2.14 In addition to this there is online learning available hosted both internally and externally by the Improvement Service. Our intranet, Connects, site hosts information, such as the slides from learning events. Councillors also have the opportunity to attend learning events throughout the year that are hosted for staff as part of their continued leadership development. A number of Members also attended an Ayrshire session organised by the Standards Commission for Scotland.
- 2.15 The Elected Member Learning and Development Event Schedule for 2018 is attached at Appendix 3. The views of the Committee are welcomed on future topics.

3. Proposals

- 3.1 The Committee is requested to provide feedback on the Welcome and Development programmes for 2017, as well as suggestions as to how future programmes and Member attendance can be improved. It is also asked to suggest additional topics for 2018.

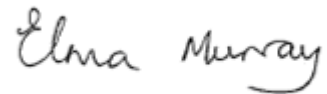
4. Implications

Financial:	Investment in development produces better results, whether it is for officers or Members. In relation to Members, this supports good governance and better decision making.
Human Resources:	Effective development is a key to keeping North Ayrshire Council as a high performing Council.

Legal:	Training is a key component of good governance, leading to better decisions.
Equality:	Effective equalities training is essential for Members.
Children and Young People:	Development in the work of those Council services which impact on children and young persons helps inform Members in how to produce policies which most benefit children and young persons.
Environmental & Sustainability:	No implications
Key Priorities:	Effective development support for Members is one of the underpinnings which support the Council's priorities.
Community Benefits:	There are no community benefit implications.

5. Consultation

- 5.1 Organisational Development have been involved in the preparation of this report. All sessions have been evaluated.



Elma Murray OBE
Chief Executive

For further information please contact Andrew Fraser, Head of Democratic Services on (01294) 324125

Background Papers

N/A

	14.1.16 Getting it Right for Children in NA	27.1.16 The Gerry McGovern Experience	2.2.16 Ayrshire Growth Deal	No of sessions attended
Barr, R				0
Bell, J				0
Brown, M				0
Bruce, J				0
Burns, M			Y	1
Clarkson, I	Y	Y	Y	3
Cullinane, J	Y			1
Dickson, A`		Y	Y	2
Easdale, J	Y	Y	Y	3
Ferguson, J	Y		Y	2
Gallagher, A	Y	Y	Y	3
Gibson, W	Y	Y	Y	3
Gurney, A				0
Highgate, J	Y			1
Hill, A			Y	1
Hunter, J	Y			1
Marshall, T			Y	1
McLardy, E				0
McLean, G		Y	Y	2
McMillan, C	Y	Y	Y	3
McNamara, P		Y	Y	2
McNicol, R				0
McPhater, L				0
Montgomerie, J				0
Munro, A				0
O'Neill, D				0
Oldfather, I				0
Reid, D	Y	Y	Y	3
Steel, R		Y		1
Sturgeon, J	Y		Y	2
Totals	11	10	14	35

	Week 1									Week 2					Week 3				Week 4	
	(Mon) Welcome & IT pick up	(Tues) Intro to NAC ELT	(Tues) First Statutory Meeting	(Tues) Importance of Comms	(Tues) ICT Security & DPA	(Wed) Practical use of IT	(Wed) Role of the Councillor	(Thurs) CP Strategic Priorities	(Fri) 121 IT Support	(Mon) Overview of Expenses & Pension	(Mon) Elected Member Hub	(Tues) An Introduction to	(Thurs) Intro to CE/DS	(Fri) Intro to Place	(Mon) Intro to E&Y	(Wed) Intro to FACS	(Thurs) Audit, Scrutiny & Performance Role	(Fri) Intro to HSCP	(Wed) Intro to E&C	
Alan Hill	Y	Y	Y									Y								4
Alex Gallagher	Y	Y	Y					Y								Y			Y	6
Angela Stephen	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y			Y			Y	Y		13
Anthea Dickson	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y							Y	12
Christina Larsen	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	19
Davina McTiernan	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	19
Donald L Reid	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	18
Donald Reid	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y		Y	Y	Y	16
Ellen McMaster												Y	Y		Y	Y	Y	Y		6
Ian Clarkson	Y		Y					Y	Y	Y	Y		Y	Y					Y	9
Ian Murdoch	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y								12
Jean McClung	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	18
Jim Montgomerie	Y																			1
Jimmy Miller	Y		Y	Y	Y	Y		Y	Y	Y	Y		Y		Y	Y				12
Joe Cullinane	Y	Y	Y							Y	Y	Y					Y			7
John Bell	Y																			1
John Easdale	Y			Y	Y	Y		Y		Y	Y	Y		Y					Y	10
John Glover	Y					Y				Y							Y			4
John Sweeney	Y	Y	Y	Y	Y		Y				Y						Y			8
Joy Brahim		Y	Y				Y		Y	Y	Y						Y			7
Louise McPhater	Y																			1
Margaret George	Y	Y	Y				Y			Y	Y	Y				Y	Y			9
Marie Burns	Y	Y	Y			Y		Y		Y					Y	Y	Y	Y	Y	11

	Week 1									Week 2					Week 3				Week 4	
	(Mon) Welcome & IT pick up	(Tues) Intro to NAC ELT	(Tues) First Statutory Meeting	(Tues) Importance of Comms	(Tues) ICT Security & DPA	(Wed) Practical use of IT	(Wed) Role of the Councillor	(Thurs) CP Strategic Priorities	(Fri) 121 IT Support	(Mon) Overview of Expenses & Pension	(Mon) Elected Member Hub	(Tues) An Introduction to Finance	(Thurs) Intro to CE/DS	(Fri) Intro to Place	(Mon) Intro to E&Y	(Wed) Intro to FACS	(Thurs) Audit, Scrutiny & Performance Role	(Fri) Intro to HSCP	(Wed) Intro to E&C	
Robert Barr	Y	Y	Y			Y			Y			Y								6
Robert Foster			Y	Y	Y		Y			Y	Y	Y	Y		Y		Y	Y		11
Ronnie McNicol	Y					Y											Y			3
Scott Davidson	Y		Y	Y	Y			Y	Y	Y	Y	Y		Y	Y	Y			Y	13
Scott Gallacher	Y	Y	Y			Y	Y	Y		Y	Y	Y				Y	Y			11
Shaun Macaulay	Y	Y	Y	Y	Y	Y	Y			Y	Y									9
Timothy Billings	Y	Y	Y	Y	Y	Y		Y		Y	Y	Y	Y	Y	Y		Y	Y	Y	16
Todd Ferguson	Y	Y	Y							Y	Y	Y		Y	Y	Y	Y	Y	Y	12
Tom Marshall	Y		Y			Y				Y	Y						Y	Y	Y	8
Tony Gurney	Y																			1
	9	5	8	4	4	6	3	3	2	7	7	6	2	3	4	3	6	4	4	90

	Licensing Committee Training 01.06.17	Planning Committee Training 05.06.17	Licensing Board Training 19.06.17	No of sessions attended
Alan Hill				0
Alex Gallagher		Y		1
Angela Stephen		Y	Y	2
Anthea Dickson		Y		1
Anthony Gurney		Y		1
Christina Larsen		Y		1
Davina McTiernan	Y	Y	Y	3
Donald L Reid	Y	Y	Y	3
Donald Reid		Y		1
Ellen McMaster		Y		1
Ian Clarkson		Y		1
Ian Murdoch		Y		1
Jean McClung	Y	Y	Y	3
Jim Montgomerie				0
Jimmy Miller	Y			1
Joe Cullinane				0
John Bell				0
John Easdale		Y	Y	2
John Glover				0
John Sweeney				0
Joy Brahim				0
Louise McPhater				0
Margaret George		Y		1
Marie Burns				0
Robert Barr	Y	Y	Y	3
Robert Foster		Y		1
Ronnie McNicol	Y	Y	Y	3
Scott Davidson		Y		1
Scott Gallacher			Y	1
Shaun Macaulay		Y		1
Timothy Billings		Y		1
Todd Ferguson	Y	Y	Y	3
Tom Marshall	7	Y		1
Totals	7	22	9	38

Learning & Development Session Attendance 2017 (Aug-Dec)																		
	Duties of Councillors when serving on Companies, Charities & Outside Bodies. 21.8.17	Chairing Skills 25.8.17	Appeals Training 30.08.17	Unacceptabel Contact Policy 04.10.17	Update on HSCP 18.09.17	Education Governance 02.10.17	Contact Centre visits 2.10.17 & 6.10.17	Civil Contingencies & Toursim 31.10.17	CPD Framework 06.11.17	Universal Credit 17.11.17	Health & Safety Briefing 27.11.17	ASN Update 27.11.17	Citizens Basic Income 1.12.17	Counter Fraud & Corruption 4.12.17	Local Housing & Waste Mgmnt 7.12.17	Intro toHousing 8.12.17	Update on HSCp 11.12.17	TOTALS
Alan Hill													Y	Y				2
Alex Gallagher	Y				Y				Y	Y	y		Y				Y	7
Angela Stephen		Y	Y	Y				Y		Y								5
Anthea Dickson	Y	Y			Y			Y	Y				Y		Y	y	Y	9
Anthony Gurney																		0
Christina Larsen	Y			Y	Y	Y			Y	Y	y		Y	Y	Y	y	Y	12
Davina McTiernan	Y	Y			Y				Y	Y	y		Y	Y		y	Y	10
Donald L Reid	Y	Y		Y	Y	Y	Y	Y	Y	Y	y	Y		Y	Y	y	Y	15
Donald Reid				Y		Y			Y	Y				Y				5
Ellen McMaster													Y					1
Ian Clarkson	Y	Y			Y		Y	Y	Y		y			Y				8
Ian Murdoch	Y												Y					2
Jean McClung	Y	Y		Y	Y				Y			Y	Y				Y	8
Jim Montgomerie																		0
Jimmy Miller			Y						Y		y							3
Joe Cullinane									y				Y					2
John Bell								Y					Y					2
John Easdale	Y	Y						Y	Y	Y	y					y		7
John Glover	Y	Y		Y	Y	Y		Y	Y								Y	8
John Sweeney																		0
Joy Brahim									Y									1
Louise McPhater	Y																	1
Margaret George		Y											Y	Y				3
Marie Burns					Y				Y		y		Y					4
Robert Barr	Y				Y	Y				Y				Y				5
Robert Foster	Y			Y	Y			Y	Y								Y	6
Ronnie McNicol													Y					1
Scott Davidson	Y	Y															Y	3
Scott Gallacher				Y									Y				Y	3
Shaun Macaulay	Y	Y		Y	Y	Y			Y			Y			Y		y	9
Timothy Billings	Y		Y	Y	Y			Y	Y	Y		Y	Y	Y			Y	11
Todd Ferguson	Y		Y															2
Tom Marshall	Y							Y	y	Y			Y		Y		Y	7
Totals	18	11	4	10	13	6		10	18	10	8	4	16	9	5	5	13	160

Elected Member Annual CPD Report Jan – Dec 2017

Introduction

This paper provides an overall summary of the Learning & Development activities that support Elected Member Continuous Professional Development covering the period Jan – Dec 2017.

Session Feedback

Each event is evaluated, this is now being completed digitally via survey monkey. We are experiencing an approx. 50% response rate via this method. The feedback is passed onto the presenter of each session and is used to amend the process, timing or format of sessions if required.

Comments	Topic
The information given was relevant, well thought-out, and not at all "boring". I think that Andrew Fraser touched the right note throughout. Thank you again for giving the new councillors this opportunity to become better at their jobs.	<i>Chairing Skills</i>
I enjoyed the session as it was quite informal, and not at all threatening. The presenter's approach I felt was very good, in that he did not simply lecture, but interacted with his audience in a way that made me feel comfortable contributing my thoughts. It was also a good idea to involve the Group leaders, who gave their own insights into the induction sessions.	<i>CPD Framework</i>
It was good to have information about the other local authorities involved in this initiative,	<i>Citizens Basic Income</i>
Perhaps a further session in a few months once it begins to bed in in NAC would be useful.	<i>Universal Credit</i>
A very worthwhile input from all three speakers. I was greatly reassured by their knowledge and commitment. Their work has to be commended.	<i>Counter Fraud & Corruption</i>
Overall it was a most enjoyable and informative session and he was able to range of a variety of subjects in the educational remit. Really first class speaker and leader.	<i>Education Governance</i>
Broadly very interesting and enjoyable. I am a bit hard of hearing and heard the tutor much better when he was using the microphone. The big screen was very helpful.	<i>Duties of Councillors</i>

Fiona McMeechan
Interim Organisational Development Manager

For further information contact - Irene Somerville, L&OD Adviser Tel: 324632

Elected Member Learning & Development Event Schedule January to June 2018

January 2018				
Monday 15th 10.30am – 12.30pm	Local Development Plan Briefing	Neale McIlvanney & Jim Miller	Caitriona McAuley	<i>Elected member update on the progress of the preparation of a Local Development Plan for North Ayrshire (LDP2). The briefing will include a particular focus on the assessment of sites promoted for future housing development, which will inform housing allocations and strategy for LDP2.</i>
Friday 19th 10.30am – 12noon	Early Years	Caroline Amos	John Butcher	<i>Early Years Development Plan</i>
Monday 22nd 10am – 12noon	Adult Support & Protection	Brenda J Walker & John Paterson	David Rowland	<i>The Adult Support and Protection (Scotland) Act 2007 is now ten years old. This session will provide an overview of how we use the provisions within the act to support and protect adults in North Ayrshire and to consider some local Case Studies. The session will provide you with information about the legislation, the current position in North Ayrshire in relation to Adult Protection, local practice and importantly what to do if you, or anyone coming to you for advice, have concerns that an adult is being harmed.</i>
Friday 26th 10am – 12noon	Overnight Support Packages in the Learning Disability Service	Carly Nesvat	Thelma Bowers	<i>North Ayrshire Health and Social Care Partnership is undertaking a review of all overnight supports currently being accessed by service users. This review is in line with health and social care partnerships across Scotland and our North Ayrshire Learning Disability Strategic Plan 2017-2019. Letters have now been issued to all service users and their families/carers/guardians who have overnight support to advise that we will begin to review everyone to ensure the service continues to meet their needs. Our plan is to put assistive technology (Canary Care) into service user's homes to gather objective data, over a four-week period, about their overnight support needs.</i>

Elected Member Learning & Development Event Schedule January to June 2018

				<p><i>The output data will be then reviewed by a multi-disciplinary team including the service user and their family and guardians and the current care package will be discussed to ensure the overnight support continues to meet the specific needs of each.</i></p> <p><i>The purpose of the session is to provide further information about the assistive technology and the finer details of the review process</i></p>
Monday 29th 2.30 – 4pm	Healthy Eating	Ken Campbell	Craig Hatton	<i>This session will look at the "Schools (Health Promotion and Nutrition) (Scotland) Act 2007" and how we as a council comply and what challenges do we face?</i>
Monday 5th 10am – 12noon	Equalities	Stephen Miller, Clyde & Co	Fiona Walker	<i>This session will provide an overview of the Equality Act and how it protects individuals from discrimination. There will be a discussion of protected characteristics and the concepts of direct and indirect discrimination with a particular focus on social media, dignity & respect at work and family friendly rights.</i>
Thursday 8th 2pm – 5pm	CPP Greenwood Conference Centre	Morna Rae CPP Partners	Andrew Fraser	<i>This event will be for Elected Members to get more information about the work of our CPP partners and how it relates to them, and their constituents in an informal round table approach.</i>
Monday 12th 10am – 12noon	CPR & Defibrillator training	Andrew Hale KA Leisure	Andrew Fraser	<p><i>Would you like to learn a lifesaving skill? The Council has put in place a large number of Defibrillators across the Council and we are running a session on how to learn CPR using a defibrillator. This sessions is part of the Council's programme of installing Defibrillators at a number of premises across North Ayrshire.</i></p> <p><i>**Please note: no previous first aid experience is</i></p>

Elected Member Learning & Development Event Schedule January to June 2018

				<i>required.</i>
Monday 19th 10am – 12noon	Appeals Committee Training	Stephen Miller, Clyde & Co	Ainsley Young	<p><i>All members of the Appeals Committee are required to attend training in the law and procedures relating to appeals and employment prior to serving on the Committee. In addition, Members will be required to attend refresher training as appropriate</i></p> <p><i>The Appeals Committee determines appeals by employees against dismissal, or action short of dismissal due to disciplinary action, and in the case of Teachers, against a final written warning, dismissal, or action short of dismissal due to disciplinary action. The Committee also determines the outcomes of stage 3 grievance and stage 3 maximising attendance appeals by employees, all under the Council's HR policies and procedures.</i></p> <p><i>Any queries please contact Ainsley Young HR Manager on 0294324671</i></p> <p><i>*Note this is <u>only</u> for Members on the Appeals Committee</i></p>
Tuesday 27th 2pm – 3.30pm <i>*Cancelled*</i>	Changing our Approach to Participation	Dr Oliver Escobar, Co-Director, What Works Scotland	Elma Murray	<i>Dr Oliver Escobar, Co-Director of What Works Scotland, who recently presented at the COSLA conference and has agreed to provide a session for our Members based on his inputs at the conference on considering new ideas and ways of working.</i>
Monday 12th 10.30am – 12noon	Update on HSCP	Jo Gibson	Stephen Brown	<i>This session will provide an update on the key areas covered within the Strategic Plan and an update on Child Protection/MAPPA</i>

Elected Member Learning & Development Event Schedule January to June 2018

Monday 19th 10.30am – 12noon	GDPR	Elizabeth Quinn, Rose Johnston, Cathie Fraser	Andrew Fraser / Esther Gunn- Stewart	<p><i>The European General Data Protection Regulation has now been adopted by EU Member states and comes into force in May 2018 and the UK existing data protection laws are being changed.</i></p> <p><i>Keeping data safe is a legal obligation and failure to do so can lead to sanctions and fines with high profile data security incidents having real potential to impact on our reputation.</i></p> <p><i>This session will provide an update on the recent legislative changes which strengthen rights for individuals and oblige those that process personal data to demonstrate awareness and compliance with new data protection laws.</i></p>
Monday 26th 2pm – 3pm	Carer (Scotland) Act 2016 Update	Isobel Marr	David Rowland	<p><i>We have a duty to provide support for carers. We do this in a variety of ways, including identifying carer's needs and enabling them to work towards identified personal outcomes by creating an Adult Carer Support Plan or Young Carers Statement.</i></p> <p><i>Our information session will update elected members on duties and requirements of Carers (Scotland) Act 2016 and the provision that will be in place in North Ayrshire.</i></p>
Monday 16th	Equalities	Stephen	Fiona Walker	<i>This session will provide an overview of the Equality Act and how it protects individuals from</i>

Elected Member Learning & Development Event Schedule January to June 2018

2pm – 3.30pm		Miller, Clyde & Co		<p><i>discrimination. There will be a discussion of protected characteristics and the concepts of direct and indirect discrimination with a particular focus on social media, dignity & respect at work and family friendly rights.</i></p> <p><i>**Please note this session is aimed at members who didn't attend the Equalities session on 5th February 2018.</i></p>
Friday 4th 1pm – 3.30pm	Citizen's Basic Income	Julie McLachlan	Caitriona McAuley	<p><i>The purpose of this Seminar is to update Elected Members on the progress that has been made on a Scottish Basic Income Pilot. This sessions follows an Elected Member Seminar which took place in December 2017 to raise Members awareness of the concept of Citizen's Basic Income and to inform them of the scope of the Council's pilot work.</i></p> <p><i>At its meeting in March 2017 (budget), the Council announced a Basic Income Pilot (£200k) which will test the feasibility and potential benefits of implementing a Basic Income in North Ayrshire. Whilst plans are at an early stage, it has been agreed that the Council will participate in a Scottish Basic Income pilot that would run in four parts of Scotland – Fife, Glasgow, Edinburgh and North Ayrshire.</i></p> <p><i>The Seminar will update Members on progress so far and will outline the next steps for the pilot.</i></p>
Monday 14th 11.00am – 12.30pm	Health & Safety	James Walls	Fiona Walker	<p><i>As you know the Health and Safety Annual Performance Report was presented to Cabinet in May 2017.</i></p>

Elected Member Learning & Development Event Schedule January to June 2018

				<p><i>The Executive Leadership Team, recently as part of their Health and Safety objectives, received an informative Health and Safety briefing which focused on leadership and decision making. In light of some high profile incidents within Local Authorities in Scotland and England, it would be very beneficial for you, if you could attend this similar Health and Safety briefing, tailored for Elected Members.</i></p> <p><i>**Please note this session is aimed at members who didn't attend the H&S session in November 2017.</i></p>
Monday 11th 10.30am – 12noon	Update on HSCP	Jo Gibson	Stephen Brown	<i>This session will provide an update on the key areas covered within the Strategic Plan.</i>