



CAPACITY BUILDING PLAN FOR REFORM IMPLEMENTATION

Linda Leahy

Secretary

Local Government Training Group



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building capacity

CAPACITY BUILDING FOR REFORM IMPLEMENTATION

**REGIONAL DELIVERY TIER
APRIL 2014 – MARCH 2015**



DOE Funding

- Tier 1** - **local level** that allows local clusters the flexibility to develop and deliver options that best suit each of their needs
- Tier 2** - programmes and workshops delivered at a **regional level**
- Tier 3** - **staff transferring from DOE to local government**, meeting a range of development requirements that have been identified
- Tier 4** aimed at meeting the capacity building needs of **other central government departments** as well as cross-cutting events developed and delivered by DOE to a range of stakeholders



Elected Member Development

- New Member Induction, Roles and Responsibilities, Code of Conduct etc.
- Delivering Change, Business Planning, Service Delivery etc.
- Effective Communications

Not Planning or Community Planning



- 1. Governance and Leadership**
- 2. Service Delivery**
- 3. Integrating New Functions**
- 4. Organisation Development and Change**
- 5. Communication**
- 6. Performance Management**
- 7. Succession & Workforce Planning**



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Details agreed with the **LGTG Elected Member Development Steering Group:**

NAC members – Ald Michael Henderson and
Cllr Monica Digney



NILGA members – Cllr Sean McPeake and
Ald Jack Beattie





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Developed and consulted on:

April 2014:

HR and LGTG Practitioners' Group

Joint NILGA/NAC Meeting

NAC Meeting

NILGA Executive

New Chief Execs

May 2014:

LGTG

New Chief Execs

NILGA /NAC



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Agreed and Issued

May 2014:

- **One named, designated contact in each new council nominated by chief executive who is the link to LGTG and co-ordinates with predecessor councils**
- **Discussed in detail with PPMA members, Practitioners' Group members and designated contacts on 12 June 2014**
- **All information on Trainers Call Off Framework, funding, invoicing etc. routed through the designated contact**



2 main delivery mechanisms:

- 1. Procuring, appointing and paying for design and delivery via Call Off Framework**
- 2. Arranging regional and sub-regional events in partnership with others**



Budget is profiled:

- **Under 7 headings**
- **Includes indicative resource for each council and for regional events**
- **Across 4 quarters of financial year**
- **Closely monitored to allow reallocation as need arises**



Also continuing to deliver:

- **All existing LGTG Open/short courses, UUJ & QUB programmes etc.**
- **Procuring a Learning Management System**