1. Introduction

1.1 This report has been produced by the Independent Remuneration Panel for Gloucestershire, which is appointed by the County Council and consists of independent members, drawn from the community. The Panel’s role is to make recommendations to the Council on the level of allowances paid to Members.

1.2 The Members of the Panel:

- Philip Lowery: A former adviser to the Social Services Committee. Member of the Independent Advisory Group (IAG) of the Criminal Justice Board.

- Quentin Tallon: Cheltenham TUC, with broad experience of trade union and other negotiations and also work in the voluntary sector.


- Fiona Miles: Until recently worked as a Clinical Nurse Specialist in Respiratory Medicine at Gloucestershire Royal Hospital, having worked within the NHS since 1970. Is actively involved with RSPB in Gloucestershire. In the past has been Treasurer & Secretary to Play Groups and Royal College of Nursing Specialist Group. Trustee of Gloucestershire Chest Fund.

- Sidney Pritchard: Part-time Consultant. Retired Local Government Officer. Served for 42 years in all, in posts ranging from Treasurer through Strategic Director to Managing Director. Board Member Gloucestershire Housing Association and Gloucestershire Probation Area.

1.3 The Panel’s recommendations relate to the period 1 April 2011 to 31 March 2012 and are in keeping with statutory provisions namely –

1.3.1 Local Government and Housing Act 1989 and Local Government Act 2006
1.3.2 The Local Authorities (Members’ Allowances) (England) Regulations 2003 (“The Allowances Regulations”) and

1.3.3 The Local Government Pension Scheme and Discretionary Compensation (Local Authorities Members in England) Regulations 2003 (the “Pensions Regulations”)


The Panel found the interviews to be most informative on a wide range of issues. It confirmed the view that prospective new Councillors are not swayed by the allowance system on whether or not to stand for election. The interviewees stressed that they often found committee meetings to be too long and poorly planned which increased the hours needed to carry out their roles.

The major factor emanating from the Special Responsibility Allowance (SRA) Holders was the expectation of either a freeze or reduction in allowances during this period of economic uncertainty. The Panel agreed that the Chairman of the Corporate Parenting Committee should receive the same SRA as the Scrutiny Committee Chairmen. Whilst noting the amount of work carried out by the Chairmen of Scrutiny Committees, the Panel were informed that this workload was often shared by Group Spokespersons/Vice-Chairmen who were not in receipt of any SRA. The Panel could not see any justification for increasing these allowances because it recognised that any of the Scrutiny Committees could see an increase in workload at any one time if there was a particular issue to deal with.

The Chairman of the Independent Remuneration Panel and Sharon Clutterbuck, Principal Democratic Services Officer, had attended the annual meeting of the Chairmen of County and District Remuneration Panels for the South West region on 3 June 2010. From this meeting it was concluded that Gloucestershire was considered to be proactive in matters of remuneration with its allowances being about the average for County Councils.

Despite the economic climate, the Panel will meet at least on an annual basis to review allowances and should events materially change will meet as required.

The Panel recognises the value of the commitment of County Councillors to the people of Gloucestershire and congratulate them on their untiring effort in this cause.

The Panel would wish to record its gratitude to Sharon Clutterbuck, Principal Democratic Services Officer for her assistance in the work of this Panel.

3. Recommendations
1. That no change be made to the Basic Rate of Allowance for 2011/12.
2. That all other allowances in the scheme remain unchanged for 2011/12.
3. That the Chairperson of the Corporate Parenting Committee be given a Special Responsibility Allowance of £5,808. (In line with Overview & Scrutiny Committee Chairmen)

PLEASE NOTE – The Independent Remuneration Panel was not unanimous on Recommendation 1 and 2. Mr Quinton Tallon wished to register his opposition to these two recommendations.