



Changes to Gloucestershire County Council Constitution by the Monitoring Officer

In the exercise of my powers set out in Article 14.02 of the Council's Constitution, I make the following **deletions and amendments** to the Council's Constitution in respect of Paragraphs 81 and 83 of the Code of Conduct, including the '*Confidential Procedure (Whistle-Blowing) for Employees other than for Staff in Educational Establishments (for whom a separate code exists)*':

Amendment to Paragraph 81:

81. Where an employee is approached to undertake fee paying work, they must make sure they are authorised to express opinions on behalf of the Council and should avoid comments which could bring the Council into disrepute. The Council has determined that the fee is to be treated as income for the employee if all the work, including preparation, is undertaken outside normal work hours. In the case of activities which are prepared and/or take place partly during normal working hours, the Council has agreed that half the fee is to be treated as income for the employee, and the remainder paid to the Council. All consultancy, lecturing and other fee paying work must be approved by the employee's Director or, in the case of Directors the Chief Executive.

Amendment to Paragraph 83:

ARREST OR CONVICTION ON CIVIL OR CRIMINAL CHARGES

83 You must, as soon as practicable inform your line manager, at each stage, if you are arrested, charged, cautioned, refused bail, required to attend court, convicted or sentenced for any criminal or civil offence. This does not apply to traffic offences unless this involves a situation relating to the transport of service users, or the possible penalty includes imprisonment or disqualification from driving or involves an official vehicle. Failure to inform will be considered an act of gross misconduct.

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Jane Burns
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Gloucestershire County Council

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