

CONSTITUTION COMMITTEE

MINUTES of a meeting of the Constitution Committee held on Monday 11 March 2024 at the Council Chamber - Shire Hall, Gloucester.

PRESENT:

Cllr John Bloxsom	Cllr Gill Moseley
Cllr Stephen Davies	Cllr Philip Robinson
Cllr Mark Hawthorne MBE (Chair)	Cllr Lynden Stowe
Cllr Jeremy Hilton	

Substitutes: Cllr Carole Allaway-Martin (In place of Cllr David Norman MBE)

Apologies: Cllr Colin Hay

1. APOLOGIES FOR ABSENCE

See above

2. MINUTES

The minutes of the meeting held on 9 February 2024 were agreed as a correct record.

3. PUBLIC QUESTIONS

No questions received from members of the public.

4. MEMBERS' QUESTIONS

No questions received from Members.

5. MEMBER ALLOWANCES

5.1 The Constitution Committee had considered the report of the IRP at the meeting in January and again, alongside some benchmarking data in February. Officers had now provided additional data including 2024 member allowances in other authorities. Although not all authorities had reported, the general movement was an increase in basic and special responsibility allowances.

5.2 Based on the comments made by members at the previous two committee meetings, recommendations had been proposed, based on the comments made by members at the previous two committee meetings and taking into consideration the IRP recommendations, as well as taking into consideration the benchmarking data. In addition, recommendations were made on revising the process of considering members allowances through the IRP.

Minutes subject to their acceptance as a correct record at the next meeting

The aim was to bring Gloucestershire in line with the approach of other authorities.

- 5.3 Members commented that they welcomed the additional data within the report and the recommendations being made.
- 5.4 Members welcomed the index linking of basic allowance and special responsibility allowances. One member commented that it had taken three meetings to reach this point and welcomed the change of approach in future.
- 5.5 It was clarified that 'green book' was still the terminology being used in relation to staff pay.
- 5.6 It was clarified that the Cabinet Members and Leader of Council would be paid in relation to the Chief Officer Pay Awards going forward.

It was RESOLVED to recommend to Council that:

Having considered the benchmarking data and the views expressed by Members at the previous meetings of Constitution Committee, it is recommended that the following proposals be put to the County Council:

a) To increase the basic allowance from £11,395 to £12,075. (in line with the IRP recommendation.

b) To increase the following Special Responsibility Allowances by broadly 6% (in line with the IRP recommendation):

- **Group leader with 5 or more members - (not Leader of the Council)**
- **Group leader with less than 5 members – (0.2 per group member – min 2 members)**
- **Scrutiny Committee Chair**
- **Audit and Governance Committee Chair**
- **Planning Committee Chair**
- **Pensions Committee Chair**
- **Chair of Council**
- **Vice-Chair of Council**
- **Fostering Panel member**

c) To increase the special responsibility allowances for Cabinet Members and the Leader of Council by 3.5% (in line with benchmarking data and the Chief Officer pay award)

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d) That allowances are ‘capped’ so that no individual member’s allowance exceeds in cash terms the amount awarded to ‘Green Book’ officers of £1,925.

e) That the revised Members’ Allowances Scheme for 2023-24 at Appendix 4 be adopted.

In relation to future years:

f) That allowances are index linked for the following 3 years as follows:

- **Basic Allowances to be based on average percentage increase for ‘Green Book’ officers**
- **Special Responsibility Allowances are index linked to the percentage increase for Senior Officers.**

g) That the next full review takes place in 2027/28 to determine the scheme of member allowances from April 2028.

CHAIRMAN

Meeting concluded at 1.45 pm