

**Overview and Scrutiny Board Meeting 11<sup>th</sup> September 2023**  
**Recommendation on the subject of the Governance Systems Task Group's**  
**report**

**Recommendation**

Bromsgrove District Council should have a hybrid Leader and Cabinet governance model from May 2024 onwards. To achieve this model, the Council should do the following:

- a) Agree changes to the Council's constitution during the 2023/24 municipal year, as detailed in the report.
- b) Introduce working protocols designed to embed more collegiate working in the Council's governance culture.
- c) Introduce Cabinet Advisory Panels.
- d) Take action to improve communication with Members.
- e) Introduce a Memorandum of Understanding between all political group leaders to maintain these working arrangements for at least the next four years.

**Financial Implications for recommendations:**

There will be a need to employ another full time equivalent Democratic Services Officer to facilitate the additional workload involved in the hybrid Leader and Cabinet model of governance. This officer would be employed on a Grade 7 at a cost of £40k (plus on costs).

The changes to the constitution required for a hybrid Leader and Cabinet structure can be delivered as part of ongoing updates to the constitution which have already been incorporated into the budget framework.

**Legal Implications for recommendations:**

Review and revision of the Constitution is governed by Article 15 of the Constitution.

**Resource Implications:**

There will be a need for the Constitution Review Working Group to consider changes to the constitution and the content of proposed working protocols at meetings held throughout the 2023/24 the year. This won't require any additional resources to be allocated to the review of the constitution.

The introduction of Cabinet Advisory Panels will result in an increase in workload for the Democratic Services team and therefore an additional Democratic Services Officer will need to be recruited.