

REMUNERATION COMMITTEE

MINUTES of the meeting held on Thursday, 9 October 2025 commencing at 3.00 pm and finishing at 4.10 pm

Present:

Voting Members: Councillor Liz Leffman – in the Chair
Councillor Neil Fawcett (Deputy Chair)
Councillor Liz Brighouse OBE
Councillor Gareth Epps
Councillor Andy Graham
Councillor David Henwood (In place of Councillor James Robertshaw)

Officers:

Whole of meeting Anita Bradley, Director of Law and Governance and Monitoring Officer; Cherie Cuthbertson, Director of HR and Cultural Change; Janet Cox, Interim Head of Operations; Leah Jones, Interim Strategic Pay and Reward Manager; Colm Ó Caomhánaigh, Democratic Services Manager.

Part of meeting

Agenda Item	Officer Attending
7	Luke Mattam, Programme Manager

The Committee considered the matters, reports and recommendations contained or referred to in the agenda for the meeting, together with a schedule of addenda tabled at the meeting and decided as set out below. Except as insofar as otherwise specified, the reasons for the decisions are contained in the agenda, reports and additional documents, copies of which are attached to the signed Minutes.

28/25 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS

(Agenda No. 1)

Apologies were received from Councillor Robertshaw (substituted by Councillor Henwood).

29/25 DECLARATIONS OF INTEREST - SEE GUIDANCE NOTE

(Agenda No. 2)

There were no declarations of interest.

30/25 MINUTES

(Agenda No. 3)

The minutes of the meeting held on 5 September 2025 were approved with the following amendment:

To replace the text under Item 22/25 with:

“Councillor Epps who was online participated in discussions with the agreement of the Chair but, as he was not present in the room, did not vote.”

31/25 PETITIONS AND PUBLIC ADDRESS

(Agenda No. 4)

No requests were received.

32/25 GENDER EQUALITY AND ETHNICITY PAY GAP REPORTS 2025

(Agenda No. 5)

The Committee was asked to consider two reports. The Gender Pay Gap Report 2025 and the Ethnicity Pay Gap Report 2025 with a view to forwarding the reports to Council.

The Interim Strategic Pay and Reward Manager summarised both reports. Members raised issues and the officers responded as follows:

- It was difficult to put a value on the cost in monetary terms of closing the gender pay gap as it works on the mean and median figures at a point in time, but the smaller the gap, the lower the cost.
- Similarly, it was difficult to put a timeline on when the gap could be closed to zero but the gap was closing with officers exploring further improvement works and examining the reasons why there were fewer females in higher positions in order to develop attraction techniques to tackle that.
- Benchmarking the Ethnicity Pay Gap Report may be a challenge as this is not yet a statutory obligation for employers and so there will be few similar published reports to compare to but officers agreed to work with South East Employers on this.

Members also noted:

- The figures were probably affected by the fact that work contracted out was not included.
- Those in caring jobs sometimes did not want to be promoted but wanted to continue using their caring skills. Those positions should be better paid
- There were different ways of categorising groups of people. The report compared White ethnic backgrounds and Black, Asian and minority ethnic backgrounds. Reports from other sources might categorise by British and non-British.
- More explanation of the figures would benefit understanding for members of the public.

The Chair moved the recommendations and they were agreed.

RESOLVED to:

a) Note the 2025 gender equality and ethnicity pay gap reports.

The Committee is RECOMMENDED to RECOMMEND COUNCIL to:

b) Note Oxfordshire County Council's (the Council) statutory Gender Pay Gap report of 2025 and approve it for onward submission to the Gender Pay Gap Service by 31 March 2026.

c) Note the Council's voluntary Ethnicity Pay Gap report of 2025.

33/25 WITHDRAWAL OF THE CORONERS' SOCIETY OF ENGLAND AND WALES (CSEW) FROM THE JOINT NEGOTIATING COMMITTEE
(Agenda No. 6)

The Committee had before it a report on the negotiations on Coroner's pay following the withdrawal of the Coroners' Society of England and Wales (CSEW) from the Joint Negotiating Committee (JNC).

As Members wished to discuss the contents of the exempt annexes the Chair proposed 'that the public be excluded during the consideration of the annexes since it is likely that if they were present during that discussion there would be a disclosure of "exempt" information as described in Part I of Schedule 12A to the Local Government Act, 1972 and specified below the item in the Agenda.' This was agreed and the meeting went into private session.

Following the discussion, the meeting resumed in public session. The Chair moved the recommendations and they were agreed unanimously.

RESOLVED to:

- a) Take note of the current national position and the proposed actions to determine the localised position of the Council**
- b) Confirm agreement to align Coroner pay to the judicial pay scale effective from 1 April 2025 and approve the uplift in additional financial resources**

34/25 EXEMPT MINUTES
(Agenda No. 7)

The Chair proposed 'that the public be excluded during the consideration of items 7 and 8 since it is likely that if they were present during that discussion there would be a disclosure of "exempt" information as described in Part I of Schedule 12A to the Local Government Act, 1972 and specified below the item in the Agenda.'

The exempt minutes of the meeting held on 5 September 2025 were agreed.

35/25 UPDATE ON PROPOSED ORGANISATIONAL RESTRUCTURING – TIERS 5 AND BELOW

(Agenda No. 8)

The Committee considered a report providing an update on Phase 1 of the proposed organisational restructuring for Tiers 5 and below, incorporating posts below Head of Service level. Key areas addressed were Financial and Commercial Services, Adult Social Care Phase 1, and Customer Experience.

The meeting continued in private session. The recommendations were agreed unanimously.

..... in the Chair

Date of signing