

...Decisions... Decisions...

These notes indicate the decisions taken at this meeting and the officers responsible for taking the agreed action. For background documentation please refer to the agenda and supporting papers available on the Council's web site (www.oxfordshire.gov.uk.)

If you have a query please contact Sue Whitehead (Tel (01865) 810262; Email; sue.whitehead@oxfordshire.gov.uk)

REMUNERATION COMMITTEE - TUESDAY, 9 SEPTEMBER 2014

RECOMMENDATIONS FROM THE AGENDA	DECISIONS	ACTION
Appointment of Chairman	Councillor Hudspeth was elected as Chairman for the 2014/15 municipal year.	
Appointment of Deputy Chairman	Councillor Patrick was elected as Deputy Chairman for the 2014/15 municipal year.	
1. Apologies for Absence and Temporary Appointments	Councillor Mathew (Councillor Owen substituting)	Glenn Watson
2. Declarations of Interest - see guidance note	None.	
3. Minutes To approve the minutes of the meeting held on 11 February 2014 (RC3) and to receive information arising from them.	Agreed and signed.	SW
4. Petitions and Public Address	None.	
EXEMPT ITEM <i>It is RECOMMENDED that the public be excluded for the duration of items RC5, 6 and 7 since it is likely that if they were present during that item there would be disclosure of exempt information as defined in Part I of Schedule 12A to the Local Government Act 1972 (as amended) and specified below in relation to those items and since it is considered that, in all the circumstances of the case, the public</i>	Agreed.	

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RECOMMENDATIONS FROM THE AGENDA	DECISIONS	ACTION
<p><i>interest in maintaining the exemption outweighs the public interest in disclosing the information.</i></p>		
<p>5. Extension of Grade for Corporate Advisors</p> <p>This report proposes the introduction of additional spinal column points and the placing of the posts of Chief Human Resources Officer, Chief Finance Officer and Chief Legal Officer onto these from 1 April 2014 in recognition of additional duties and responsibilities undertaken due to the loss of the two Assistant Chief Executive posts.</p> <p><i>The information contained in the report is exempt in that it falls within the following prescribed category:</i></p> <p>1 <i>Information relating to any individual;</i></p> <p>3 <i>Information relating to the financial or business affairs of any particular person (including the authority holding that information);</i></p> <p>4 <i>Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matters arising between the authority or a Minister of the Crown and employees of, or officer-holders under the authority</i></p> <p><i>It is considered that in this case the public interest in maintaining the exemption outweighs the public interest in disclosing the information, in that such disclosure would be contrary to the authority's duties as a fair employer.</i></p>	<p>Agreed.</p>	<p>CHRO</p>
<p>6. Chief Fire Officer and Deputy Chief Fire Officers</p> <p>Pay arrangements for the Chief Fire Officer</p>	<p>Agreed.</p>	<p>CHRO</p>

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<p>were excluded from the Senior Pay Review 2013 report taken by Remuneration Committee on 23 October 2013. The Chief Fire Officer undertakes a full, corporate role on the County Council Management Team and this report provides some benchmarking information which supports proposals to increase the salary of the Chief Fire Officer and that of the Deputy Chief Fire Officer.</p> <p><i>The information contained in the report is exempt in that it falls within the following prescribed category:</i></p> <p>1 <i>Information relating to any individual;</i></p> <p>3 <i>Information relating to the financial or business affairs of any particular person (including the authority holding that information);</i></p> <p>4 <i>Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matters arising between the authority or a Minister of the Crown and employees of, or officer-holders under the authority</i></p> <p><i>It is considered that in this case the public interest in maintaining the exemption outweighs the public interest in disclosing the information, in that such disclosure would be contrary to the authority's duties as a fair employer.</i></p>		
<p>7. CCMT - Performance Appraisal Review</p> <p>This report provides feedback from the 2013/14 CCMT Performance Appraisal Review and the link to the grading structure that is in place for the Chief Executive, Chief Officers, Deputy Chief Officers and related staff, in accordance with the County Council's Pay Policy</p>	<p>Agreed.</p>	<p>CHRO</p>

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<p>Statement February 2014.</p> <p><i>The information contained in the report is exempt in that it falls within the following prescribed category:</i></p> <p>1 <i>Information relating to any individual;</i></p> <p>3 <i>Information relating to the financial or business affairs of any particular person (including the authority holding that information);</i></p> <p>4 <i>Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matters arising between the authority or a Minister of the Crown and employees of, or officer-holders under the authority</i></p> <p><i>It is considered that in this case the public interest in maintaining the exemption outweighs the public interest in disclosing the information, in that such disclosure would be contrary to the authority's duties as a fair employer.</i></p>		
<p>8. Local Authority Transparency Code 2014</p> <p>The Local Authority Transparency Code 2014 is expected to come into force in Autumn 2014. The Code requires local authorities to publish a varied range of information on a variety of topics. These requirements will mean changes to the information published by the Council on senior jobs and organisational structure and on trade union facility arrangements. This report is to ensure Remuneration Committee are aware of the new requirements and are satisfied that the Council is fulfilling its obligations satisfactorily.</p> <p><i>The Remuneration Committee is</i></p>		

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RECOMMENDATIONS FROM THE AGENDA	DECISIONS	ACTION
<p>RECOMMENDED to:</p> <p>(a) <i>note and adopt the changes to the Transparency Code; and</i></p> <p>(b) <i>indicate whether they wish to comply with the optional elements of the Code.</i></p>	<p>Recommendation agreed;</p> <p>Agreed not to comply with the optional elements of the Code.</p>	<p>)</p> <p>)</p> <p>) CHRO</p> <p>)</p> <p>)</p>
<p>9. Changes to Delegated Decisions on Extending Half Sick Pay and Unpaid Leave</p> <p>Currently under the Constitution the Chief Executive and Chief Officers have the delegated authority to decide on any requests to approve extension of half sick pay (for a period not exceeding the equivalent period of half pay already received) and to grant unpaid leave up to twelve months. It is not proposed to change this arrangement.</p> <p>Where requests are received which go beyond these parameters currently a report is required for Remuneration Committee approval.</p> <p>The current report seeks to change this delegated authority so that in cases which seek to go beyond the delegation set down in the Constitution the decision no longer rests with Remuneration Committee but will fall to the relevant Strategic Director, Chief HR Officer and Chief Finance Officer.</p> <p><i>The Remuneration Committee is RECOMMENDED to ask the Solicitor to the Council to amend the Constitution at the next opportunity to delegate to the relevant Strategic Director, Chief HR Officer and Chief Finance Officer the authority to decide on requests from employees to extend half sick pay (for a period not exceeding the equivalent period of half pay already received) and</i></p>	<p>Recommendations agreed</p>	<p>CHRO</p> <p>HLC (G. Watson)</p>

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<i>RECOMMENDATIONS FROM THE AGENDA</i>	<i>DECISIONS</i>	<i>ACTION</i>
<i>to extend unpaid leave beyond twelve months.</i>		
<p>10. Oxfordshire Local Agreement and Living Wage - Latest Developments</p> <p>The Remuneration Committee agreed to the introduction of the Oxfordshire Local Agreement (OLA) in February 2014 and this was implemented with effect from 1 April 2014 for all ex-Green Book employees, including support staff in county schools.</p> <p>This report updates the Committee on the progress of the OLA and particularly refers to the position in schools and academies in Oxfordshire and the likely implications of the national pay negotiations, which are currently the subject of national disputes.</p> <p><i>The Remuneration Committee is RECOMMENDED to:</i></p> <p><i>(a) receive, note and comment on this report;</i></p> <p><i>(b) adopt the Procedure for Negotiating Changes to Terms and Conditions under the OLA at Annex 3; and</i></p> <p><i>(c) agree to review their position on the Living Wage when the national pay settlement is reached.</i></p>	<p>Recommendations agreed.</p>	<p>CHRO</p>