

## ...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](http://www.oxfordshire.gov.uk).)

If you have a query please contact Deborah Miller (Tel (01865) 815384; Email; [deborah.miller@oxfordshire.gov.uk](mailto:deborah.miller@oxfordshire.gov.uk))

### REMUNERATION COMMITTEE - THURSDAY, 10 DECEMBER 2015

RECOMMENDATIONS FROM THE AGENDA	DECISIONS	ACTION
<b>1. Apologies for Absence and Temporary Appointments</b>	None.	HLG (A. Newman)
<b>2. Declarations of Interest - see guidance note</b>	None	HLG (A. Newman)
<b>3. Minutes</b>  To approve the minutes of the meeting held on 30 July 2015 (RC3) and to receive information arising from them.	Agreed and signed.	SW
<b>4. Petitions and Public Address</b>	Catharine Darnton, Headteacher of Gillotts School	
<b>EXEMPT ITEMS – ITEMS 5,6 and 7</b>		
<b>5. Oxfordshire Local Agreement of Green Book Pay 2016-17</b>  <i>The information contained in the report is exempt in that it falls within the following prescribed category:</i>  1 <i>Information relating to any individual</i> 3 <i>Information relating to the financial or business affairs of any particular person (including the authority holding that information)</i>  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</i>		

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RECOMMENDATIONS FROM THE AGENDA	DECISIONS	ACTION
<p><i>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 distort the proper process of free negotiations between the authority with another party for the purposes described and would prejudice the position of the authority in those negotiations and other negotiations of a similar nature in future.</i></p> <p>The Oxfordshire Local Agreement set down the Council's agreement with Unison to negotiate pay locally for a three year period. The final year of the agreement is 2016-17. Negotiations have taken place with Unison and a draft agreement to cover a further three years had been reached. However, subsequent events have led to the abandonment of this draft agreement.</p> <p>This report seeks to inform the Remuneration Committee of the current position and to seek its views on Green Book pay for 2016-17.</p>	<p>Committee noted and supported the current position on pay negotiations for 2016/17 and, in discussion, supported a move back to national pay arrangements rather than a new local agreement from 2107/18 onwards.</p>	<p>CHRO (S. Corrigan)</p>
<p><b>6. Senior Officer Appointments</b></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>  3 <i>Information relating to the financial or business affairs of any particular person (including the authority holding that information)</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 distort the proper process of free</i></p>		

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<p><i>negotiations between the authority with another party for the purposes described and would prejudice the position of the authority in those negotiations and other negotiations of a similar nature in future.</i></p> <p>The appointments of Head of Paid Service and Monitoring Officer were confirmed at Council on 8 September 2015. This report proposes some temporary pay arrangements for the Head of Paid Service based on increased responsibilities from 1 October 2015 and updates Committee on the pay arrangements put in place for the Monitoring Officer from the same date.</p>	<p>Approved temporary pay arrangements for the Head of Paid Service based on increased responsibilities from 1 October 2015 and noted an update on the pay arrangements put in place for the Monitoring Officer from the same date. It was further agreed that the arrangements be reviewed by 1 April 2016.</p>	<p>CHRO (S. Corrigan)</p>
<p><b>7. Recruitment and Retention of Children's Social Workers</b></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>  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 distort the proper process of free negotiations between the authority with another party for the purposes described and would prejudice the position of the authority in those negotiations and other negotiations of a similar nature in future.</i></p>		

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<i>RECOMMENDATIONS FROM THE AGENDA</i>	<i>DECISIONS</i>	<i>ACTION</i>
<p>The recruitment and retention of high quality social workers in Children's Social Care is critical in delivering a safe and effective service to this high risk client group. There are particular employment issues which apply to this staff group which this report seeks to address in order to maintain the necessary service standards.</p>	<p>Approved an approach to particular employment issues which apply to this staff group in order to maintain the necessary service standards. It was also agreed that the measures be revisited in 18 months and that there be a further report looking at the medium to longer term workforce strategy.</p>	<p>CHRO (S. Corrigan)</p>
<p><b>8. Outside Bodies</b></p> <p>The Council's Constitution allocates to this Committee the oversight for appointments to outside bodies other than to those determined by the Council as being 'strategic' (which are designated as Category 'A' outside bodies and which are the responsibility of the Cabinet).</p> <p>The Committee is RECOMMENDED to note the appointment of Councillor Heathcoat to serve as a member of the Faringdon Town Team.</p>	<p>Noted.</p>	<p>SW</p>