

## REMUNERATION COMMITTEE

**MINUTES** of the meeting held on Wednesday, 28 November 2012 commencing at 4.00 pm and finishing at 4.39 pm

**Present:**

**Voting Members:**

Councillor Ian Hudspeth  
Councillor Roy Darke  
Councillor Zoé Patrick  
Councillor Rodney Rose  
Councillor David Wilmshurst

**Officers:**

Whole of meeting Sue Corrigan (Strategic HR Manager); Steve Munn (Head of Human Resources); Sue Whitehead (Chief Executive's Office)

*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 ][the following additional documents:] and decided as set out below. Except as insofar as otherwise specified, the reasons for the decisions are contained in the agenda and reports [agenda, reports and schedule/additional documents], copies of which are attached to the signed Minutes.*

### 1 ELECTION TO CHAIRMAN

(Agenda No. 1)

**RESOLVED:** that Councillor Hudspeth be elected to the post of Chairman for the remainder of the Municipal Year 2012/13.

### 2 ELECTION TO DEPUTY CHAIRMAN

(Agenda No. 2)

**RESOLVED:** that Councillor Patrick be elected to the post of Deputy Chairman for the remainder of the Municipal Year 2012/13.

### 3 TERMS OF REFERENCE

(Agenda No. 3)

**RESOLVED:** to note the Terms of Reference of the Remuneration Committee as agreed at full Council on 15 May 2012.

#### **4 APOLOGIES FOR ABSENCE**

(Agenda No. 4)

Apologies were received from Councillor Shouler.

#### **5 DECLARATIONS OF INTEREST**

(Agenda No. 5)

Councillor Hudspeth advised of an interest in respect of Item 8 on The Living Wage in respect of his spouse's occupation..

#### **6 EXEMPT ITEM**

(Agenda No. 6)

**RESOLVED:** that the public be excluded for the duration of item 7E 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 interest in maintaining the exemption outweighs the public interest in disclosing the information.

#### **PUBLIC SUMMARY OF PROCEEDINGS FOLLOWING THE WITHDRAWAL OF THE PRESS AND PUBLIC**

#### **7 LOCAL AGREEMENT ON PAY AND REMUNERATION**

(Agenda No. 7)

The Committee received a presentation to allow them to consider proposals for the development of a new local agreement on pay and remuneration to be implemented from 1 April 2013 and agreed to make recommendations to Council on 11 December 2012.

#### **READMITTANCE OF THE PRESS AND PUBLIC**

#### **8 THE LIVING WAGE**

(Agenda No. 8)

The Committee received a verbal briefing on the Living Wage and noted that Oxford City Council currently paid a figure of £8.01 per hour and that they also required this figure to be paid by contractors. Elsewhere different rates were in use as there was no standard rate agreed for the living wage.

The Committee recognised that the implications of this would be greater for Oxfordshire County Council contractors in areas such as residential and social care where the cost could be significant. The impact on schools would also be significant although it was noted that academies were completely separate employers. A Councillor queried what would be the knock on effect on the local authority pension fund. Councillor Patrick referred to the motion submitted by the Liberal Democrat

..... Group to Council and the need for clarity on the benefits and implications to the Council and contractors.

Councillors agreed the need for careful and serious research on the implications of its introduction before taking the discussion further. It was suggested that it would be helpful to have information on the different methodologies used elsewhere to decide on the living wage figure to be used.

**RESOLVED:** to instruct officer to initiate research on the implications of the living wage to inform future discussions.

## 9 APPOINTMENT OF AN EXTERNAL ADVISOR

(Agenda No. 9)

The Committee were advised that whilst the Council has a strong HR team with no need to call on extensive external support for the review of pay and remuneration, it would be helpful to have expert advice to the Remuneration Committee, at least in the early stages of its work and to have access to advice and challenge as options are developed and draft policies emerge.

**RESOLVED:** to agree that officers progress the appointment of an individual from the Hay Group to provide expert advice.

..... in the Chair

Date of signing

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