

## REMUNERATION COMMITTEE

**MINUTES** of the meeting held on Monday, 27 January 2014 commencing at 4.00 pm and finishing at 5.01 pm

**Present:**

**Voting Members:** Councillor Ian Hudspeth – in the Chair

Councillor Zoé Patrick (Deputy Chairman)  
Councillor Louise Chapman (In place of Councillor Rodney Rose)  
Councillor Charles Mathew  
Councillor Gill Sanders  
Councillor David Williams  
Councillor David Wilmshurst

**Officers:** Sue Corrigan, Strategic HR Manager; Steve Munn, Head of HR; Sue Whitehead (Chief Executive's Office)

*The Committee considered the matters, reports and recommendations contained or referred to in the agenda for the meeting, and decided as set out below. Except as insofar as otherwise specified, the reasons for the decisions are contained in the agenda and reports, copies of which are attached to the signed Minutes.*

### 1/14 **APOLOGIES FOR ABSENCE**

(Agenda No. 1)

Apologies were submitted on behalf of Councillor Rose (Councillor Chapman substituting).

### 2/14 **MINUTES**

(Agenda No. 3)

The Minutes of the meeting held on 23 October 2013 were agreed and signed.

### 3/14 **EXEMPT ITEMS**

(Agenda No. 5)

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

## **PUBLIC SUMMARY OF PROCEEDINGS HELD IN PRIVATE**

#### **4/14 LOCAL NEGOTIATION OF PAY AND TERMS AND CONDITIONS OF EMPLOYMENT**

(Agenda No. 6)

*The information contained in the report is exempt in that it falls within the following prescribed category:*

- 3 Information relating to the financial or business affairs of any particular person (including the authority holding that information);*
- 4 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*

*It is considered that in this case the public interest in maintaining the exemption outweighs the public interest in disclosing the information, in that 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, in that such disclosure would be contrary to the authority's duties as a fair employer.*

Oxfordshire County Council's current contracts of employment for employees other than teachers and firefighters are governed by the National Joint Council for Local Government Services known as the 'Green Book' and the Joint National Councils for Chief Executives and Chief Officers and related staff, as amended by local negotiated agreements. It is proposed to move away from the national negotiating arrangements and to introduce a local negotiating system between the County Council and Unison for Green Book employees, and local direct negotiations with senior staff.

The Committee considered a report that included a proposed local agreement between the Council and Unison which set out the proposed terms of this agreement following local negotiations and consultations. A similar local agreement is planned for senior staff.

The Committee approved the proposals in principle and agreed to meet again to receive feedback from staff and schools before ratifying their decision

#### **5/14 PAY POLICY STATEMENT - REMUNERATION COMMITTEE REPORT TO COUNCIL ON 18 FEBRUARY 2014**

(Agenda No. 7)

*The information contained in the Annex is exempt in that it falls within the following prescribed category:*

- 3 Information relating to the financial or business affairs of any particular person (including the authority holding that information);*
- 4 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*

.....

*It is considered that in this case the public interest in maintaining the exemption outweighs the public interest in disclosing the information, in that 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, in that such disclosure would be contrary to the authority's duties as a fair employer.*

The Remuneration Committee are required to report annually to Council on the Pay Policy Statement. The Committee had before them a report with a draft paper for consideration prior to its submission to Council on 18 February 2014.

The Committee considered the draft report and endorsed it for submission to Council on 19 February 2013 subject to the updating outlined as part of the discussion.

..... in the Chair

Date of signing 2014