

## REMUNERATION COMMITTEE

**MINUTES** of the meeting held on Thursday, 13 January 2022 commencing at 4.00 pm and finishing at 5.25 pm

**Present:**

**Voting Members:** Councillor Liz Brighthouse OBE – in the Chair  
Councillor Jane Murphy  
Councillor Andy Graham

**Officers:** Director of HR, Karen Edwards  
Chris Reynolds, Secretary

*The Committee considered the matters, reports and recommendations contained or referred to in the agenda for the meeting,. 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.*

### **7/22 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS**

(Agenda No. 1)

Apologies were received from Cllr Liz Leffman (Chair), Cllr Eddie Reeves and Cllr Alison Rooke with Cllr Andy Graham attending as substitute

### **8/22 MINUTES**

(Agenda No. 3)

The minutes of the meeting held on 26 July 2021 were approved and signed as a correct record with an amendment to state Cllr Graham's appointment to Oxfordshire Museums

### **9/22 GENDER PAY GAP**

(Agenda No. 5)

The Director of Human Resources presented the report and answered a number of questions concerning the statistics. She emphasised that the pay gap was well below that of the public sector nationally. She referred, in particular, to the work being done on inclusion initiatives, concentrating on those in the lowest pay quartile.

Members noted that there had been a decrease in the pay gap, year on year, since 2018 and referred to the importance of apprenticeships in providing opportunities for career progression into higher paid roles within the authority.

**RESOLVED to**

**(1) receive the report**

**(2) recommend the report for approval by the Council**

**10/22 PAY POLICY STATEMENT**

(Agenda No. 6)

**RESOLVED:** That the public be excluded for the duration of items RC12 since it was likely that if they were present during those items there would be disclosure of exempt information as defined in Part 1 of Schedule 12 A to the Local Government Act 1972 (as amended) and specified in relation to the respective items in the Agenda and since it was considered that, in all the circumstances of each case, the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

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

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

4. Information relating to any consultations or negotiations or contemplated consultations or negotiations in connection with any labour relations matters arising 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

*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 infringe the rights of the individual to privacy contrary to the general law and the duty of the authority to respect human rights and to comply with that law and contrary to the authority's duties as a fair employer.*

The Director of Human Resources presented the report and answered a number of questions concerning the statistics and the initiatives being taken to improve career progression and access to higher paid roles for those staff in the lowest quartile of the statistics.

**RESOLVED to**

**(1) receive the report**

**(2) recommend the 2022/23 Pay Policy statement to full Council for approval**

**11/22 REDUNDANCY QUARTERLY REPORT**

(Agenda No. 7)

**RESOLVED:** That the public be excluded for the duration of items RC13 since it was likely that if they were present during those items there would be disclosure of exempt information as defined in Part 1 of Schedule 12 A to the Local Government Act 1972 (as amended) and specified in relation to the respective items in the Agenda and since it was considered that, in all the circumstances of each case, the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

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

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

- 2 Information which is likely to reveal the identity of an individual

*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 infringe the rights of the individual to privacy contrary to the general law and the duty of the authority to respect human rights and to comply with that law and contrary to the authority's duties as a fair employer.*

The Director of Human Resources presented the report and answered a number of questions.

Members suggested that it, as the report provided a snapshot of data for the period concerned, it would be helpful to identify trends and cumulative information for a wider period in future

**RESOLVED to –**

- (1) note the figures stated in the report**
- (2) ask the Director of Human Resources to provide additional information showing trends and cumulative data over an extended period in future reports**

..... in the Chair

Date of signing .....