

NOT FOR PUBLICATION

REMUNERATION COMMITTEE

MINUTES of the meeting held following the withdrawal of the press and public on Monday, 27 January 2014

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

(Agenda Item. 6)

The Committee were advised that the Schools Forum would like to come to a future meeting to address the Committee. In the meantime the Committee received a past minute of the Schools Forum setting out some of their views. The Committee noted concerns set out in the minute relating to timescales, the implications for academies and other detailed questions. Sue Corrigan added that she had also had discussions with the Oxfordshire Association of Secondary Heads and primary and specialist school heads. The Committee agreed that a representative from the Schools Forum and other appropriate representatives be invited to the next meeting.

During discussion consideration was given to whether any decision be deferred until the next meeting. It was agreed that there was benefit to making a decision in principle at this stage.

In response to a question about how the whole workforce was being consulted Sue Corrigan advised the Committee that there was an item on the web site but that there had been very little response.

RESOLVED: to:

- (a) approve in principle the local agreement to introduce local negotiation of pay and terms and conditions of employment for Green Book employees from 1 April 2014; and
- (b) agree 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 Item. 7)

Steve Munn, Head of Human Resources updated paragraph 10 of the report to the Committee and paragraph 8 of the draft Pay Policy Statement to read as set out below. This was in line with the decisions taken at the previous meeting of the Committee.

"10. A new grade structure for the Chief Executive and Director posts was approved by Remuneration Committee in 2013 with the option of a review at performance appraisal. However, no officers have yet been placed on this scale. Other senior managers are paid on four point grades using

..... appropriate job evaluation systems. Changes to grades of senior officers are approved by Remuneration Committee. It is planned to move to local negotiations for all senior officers in a similar vein to Green Book staff.”

“8. A grading structure is in place for the Chief Executive, Chief Officers, Deputy Chief Officers and related staff with the option of a review at performance appraisal. Bonuses and performance related pay will not be paid.”

Councillor Williams highlighted the gap that had increased over time between the average pay of local government staff and Chief Executives and suggested that a new way of looking at it was needed. During discussion Members stressed the importance of recruiting and keeping the best people and noted that the appropriate levels for senior officers was something that was kept under careful review.

The Committee endorsed the report as amended for submission to the Council meeting on 18 February 2014.

..... in the Chair

Date of signing

2014

