

## REMUNERATION COMMITTEE

**MINUTES** of the meeting held on Friday, 20 January 2023 commencing at 2.00 pm and finishing at 2.25 pm

**Present:**

**Voting Members:** Councillor Liz Leffman – in the Chair

Councillor Liz Brighthouse OBE (Deputy Chair)

Councillor Glynis Phillips

Councillor Yvonne Constance OBE

### **49/21 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS**

(Agenda No. 1)

The following Councillors had sent their apologies for this meeting: Eddie Reeves (present virtually but did not participate in the debate or voting), Alison Brooke (present virtually but did not participate in the debate or voting) and Donna Ford. Councillor Yvonne Constance was a substitute for Councillor Donna Ford.

### **50/21 DECLARATIONS OF INTEREST - SEE GUIDANCE NOTE**

(Agenda No. 2)

There were none.

### **51/21 MINUTES**

(Agenda No. 3)

It was **RESOLVED** that the minutes of the meeting held on 28th November 2022 be confirmed as a true record and signed by the Chair.

### **52/21 PETITIONS AND PUBLIC ADDRESS**

(Agenda No. 4)

There were none.

### **53/21 PAY POLICY STATEMENT 2023/24**

(Agenda No. 5)

Cllr Glynis Phillips introduced the report and welcomed the team who put together this report and was able to answer any operational or detailed questions. The Pay

Policy Statement had been reviewed annually. The aim of the report was to provide transparency with regards to the Council's approach to setting the pay of its employees and outlines the methods by which salaries for all roles were determined. The Pay Policy Statement also demonstrated Council's compliance with the legislative framework and the statutory guidance.

Cllr Phillips highlighted a point around the salary for the new Chief Executive. The Chief executive role was advertised with a salary range of £194,299 per annum. Following a benchmarking exercise and in line with chief executive pay in other local authorities, it was agreed to pay £225,000 per annum, an amount which was signed off by Cabinet. The implication of that increase was presented in paragraph 10 of the report.

The following points were raised:

- Council reviews Chief Executive and Senior Leadership Team salaries every couple of years by engaging with external agencies for an independent advice. Gatenby Sanderson was commissioned by the Council to use their own benchmarking tool against other authorities in the UK in terms of Chief Executive pay.
- The Council was required to report on the pay multiples between its lowest and highest paid members of staff. Paragraph 10 of the report (table 1) presented the ratio between the lowest paid and the highest paid role and the ratio between the median salary of the workforce and the highest paid (this included figures as at 1<sup>st</sup> January 2023 and revised rates following the new Chief Executive appointment in March 2023). The intention of the statement was not to use as a comparator with others; it was simply to make transparent the policy that the Council follows or the outcome of the policy that was followed.
- The Council had followed correct and right process in terms of appointment for the new Chief Executive hence why it took quite a long time to choose preferred candidate.

The Remuneration Committee **AGREED** to:

1. Note the contents of the report
2. Approve the 2023/24 Pay Policy Statement prior to consideration by Full Council.
3. Recommend the 2023/24 Pay Policy Statement to Full Council for approval.

## **54/21 GENDER PAY GAP REPORT 2021/22**

(Agenda No. 6)

Councillor Glynis Phillips introduced the report by saying that an employer who had a headcount of 250 or more employees on a 'snapshot date' must comply with regulations on gender pay gap reporting. Gender pay gap calculations were based on employer payroll data drawn from a specific date each year - 'snapshot date'. The 'snapshot date' for Oxfordshire County Council (as with most other public authority employers) was 31 March every year. The Council must report and publish their gender pay gap information by 30 March of the following year.

The gender pay gap was the difference between the average (mean or median) earnings of men and women across a workforce.

Cllr Phillips added that an ethnicity pay gap report (included in Annex A) was not a legal requirement for the Council to undertake but it has been reporting on as part of the Equality Diversity and Inclusion agenda. This report was included in response to a request from Council's staff networks for transparency.

The following points were raised:

- The gender pay gap within the Council was relatively small and well below that of the national public sector based on both the mean and median hourly rate of pay. There has been a small increase in the mean gender pay gap (0.5%) in 2022 compared to 2021.

The Remuneration Committee **AGREED** to:

1. Note the contents of the report
2. Approve the Gender Pay Gap Report 2021/22 prior to consideration by Full Council.
3. Recommend the Gender Pay Gap Report 2021/22 to Full Council for approval.

..... in the Chair

Date of signing .....