

REMUNERATION COMMITTEE

MINUTES of the meeting held on Tuesday, 6 March 2018 commencing at 2.00 pm and finishing at 2.45 pm.

Present:

Voting Members: Councillor Ian Hudspeth – in the Chair

Councillor Kevin Bulmer (Deputy Chairman)
Councillor Liz Brighthouse OBE
Councillor Mrs Judith Heathcoat
Councillor Charles Mathew
Councillor Richard Webber

Officers: Steve Munn, Director of Human Resources and Ruth O'Loughlin, HR Manager; Deborah Miller (Law & Governance).

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.

5/18 **APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS**

(Agenda No. 1)

An apology for absence was received from Councillor Lynda Atkins.

6/18 **MINUTES**

(Agenda No. 3)

The Minutes of the meeting held on 23 January 2018 were approved and signed as a correct record.

Exempt Item

RESOLVED: that the public be excluded for the duration of item RC6 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.

PROCEEDINGS FOLLOWING THE WITHDRAWAL OF THE PRESS AND PUBLIC

7/18 GENDER PAY GAP REPORTING

(Agenda No. 5)

The Committee had before it a report (RC5) which provided an overview of Oxfordshire County Council's Gender Pay Gap which was required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The report gave a summary of the Gender Pay Gap, the requirements the Council were obliged to meet and a comparison with other employers. Finally, the report set out a high-level overview of planned communication of the council's Gender Pay Gap.

Annex 1 to the report provided details of Oxfordshire County Council's Gender Pay Gap as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Committee noted that Oxfordshire County Council did not have any Equal Pay concerns and welcomed the comparators reports set out at Annex 2.

The Committee further indicated that it would wish to receive a further report after 31 March when all 9,000 organisations had reported to identify where Oxfordshire fell on the scale and requested that the information be added to the Equalities Policy and Corporate Plan.

Councillor Brighthouse asked that Ethnicity and Age be given further consideration.

RESOLVED: (nem con) to note and agree the figures for publication.

8/18 QUARTERLY REDUNDANCY REPORT

(Agenda No. 6)

The information contained in the report was exempt in that it fell within the following prescribed category:

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

It was considered that in this case the public interest in maintaining the exemption outweighed 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.

Report by Director of Human Resources

The Committee considered a report which provided an overview of the Change programmes that had resulted in redundancy in Quarter 3 (October to December 2017): including the number of redundancies; the number of redeployments; the total costs including pension costs and pension costs alone.

The report also included an overview of the change programmes that may result in Quarter 4 redundancies.

Following consideration of the report it was **RESOLVED** (nem con) to note the figures.

..... in the Chair

Date of signing