

## REMUNERATION COMMITTEE

**MINUTES** of the meeting held on Thursday, 14 June 2018 commencing at 4.00 pm and finishing at 5.30 pm

**Present:**

**Voting Members:** Councillor Ian Hudspeth – in the Chair  
Councillor Kevin Bulmer (Deputy Chairman)  
Councillor Lynda Atkins  
Councillor Liz Brighthouse OBE  
Councillor Charles Mathew  
Councillor Richard Webber  
Councillor Lorraine Lindsay-Gale (In place of Councillor Mrs Judith Heathcoat)

**Officers:**

Whole of meeting Director of Human Resources and Ruth O'Loughlin; G. Warrington (Law & Governance)

Part of meeting

| <b>Agenda Item</b> | <b>Officer Attending</b>          |
|--------------------|-----------------------------------|
| 9                  | Strategic Director of Communities |

*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.*

### 9/18 ELECTION OF CHAIRMAN

**RESOLVED:** that Councillor Hudspeth be elected Chairman for the Council year.

### 10/18 ELECTION OF DEPUTY CHAIRMAN

**RESOLVED:** that Councillor Bulmer be elected Deputy Chairman for the Council year

**11/18 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS**  
(Agenda No. 1)

| <i>Apology for absence</i>  | <i>Temporary Appointment</i>     |
|-----------------------------|----------------------------------|
| Councillor Judith Heathcoat | Councillor Lorraine Lindsay-Gale |

**12/18 MINUTES**  
(Agenda No. 3)

The minutes of the meeting held on 6 March 2018 were approved and signed.

**13/18 GENDER PAY GAP REPORT UPDATE**  
(Agenda No. 6)

The Committee considered (RC6) an update of the Gender Pay Gap, including an overview of key comparators.

**RESOLVED:** to note the report

**14/18 SENIOR OFFICER JOB EVALUATION**  
(Agenda No. 7)

The Committee considered (RC7) a proposal to introduce the Local Government Senior Manager Job Evaluation Scheme, replacing the existing HAY arrangement.

**RESOLVED:** to approve the proposal.

**15/18 GROWTH DEAL DIRECTOR**  
(Agenda No. 9)

The Committee considered a report (RC9) which sought approval to add the post of Growth Deal Delivery Director to the Council's establishment.

The Strategic Director of Communities advised that a revised package had attracted more interest with interviews scheduled for Tuesday 19 June.

Some members expressed concern regarding efficacy of rotational management arrangements and as the growth deal was already some 3 months in accepted that there could be some merit in considering a possible secondment from within Oxfordshire.

The Strategic Director undertook to take members' concerns regarding management of the post to the Growth Board with a suggestion that the County Council undertook direct management.

**RESOLVED:** to agree that the post of Growth Deal Director be added to the Council's establishment for the period of the appointment (up to 5 Years).

## **16/18 EXEMPT TEAM**

**RESOLVED:** that the public be excluded for the duration of items RC5, RC8 and RC10 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 12A to the Local government Act 1972 (as amended) and specified below in relation to those items and since it was considered that, in all the circumstances of the 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**

## **17/18 COMMUNITY DIRECTOR POSTS**

(Agenda No. 8)

*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 Committee considered (RC8E) an overview of the current pay for the three Directors within Communities Director of Property and Investment; Director for Planning & Place and Director for Infrastructure delivery and outlining a proposal to increase the pay of those in post.

**RESOLVED:** to approve the proposal.

## **18/18 REDUNDANCY QUARTER 4 OVERVIEW**

(Agenda No. 5)

*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 Committee considered (RC5E) an overview of the Change programmes that have resulted in redundancy in Quarter 4 (January to March 2018) including an overview of the change programmes that might result in Quarter 1 redundancies.

**RESOLVED:** to note the figures.

**19/18 SENIOR APPOINTMENTS**

(Agenda No. 10)

*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.*

Following the announcement of the proposed merger between Oxfordshire County Council and Cherwell District Council the Director for Human Resources set out arrangements for appointing a joint Chief Executive.

Discussing the implications both county wide and directly for Oxfordshire County Council some members of the Committee, while appreciating the need for some urgency in making an appointment, expressed concern regarding the time scale set for the process which they considered too time prescriptive.

**RESOLVED:** that arrangements for the Appointments Panel on Monday 18 June go ahead as scheduled but in the light of concerns expressed by members of the Remuneration Committee that if no consensus was reached regarding an appointment at that meeting then a second session be arranged.

..... in the Chair

Date of signing ..... 2018