

REMUNERATION COMMITTEE

MINUTES of the meeting held on Thursday, 30 January 2020 commencing at 9.00 am and finishing at 9.35 am.

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 Liz Leffman (In place of Councillor Richard Webber)

Officers: Director for Law & Governance, Nick Graham and Deborah Miller; Director HR, Karen Edwards and Jonathon Holt.

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.

1/20 ELECTION OF CHAIRMAN FOR THE REMAINDER OF THE COUNCIL YEAR 2019/20

(Agenda No. 1)

Councillor Liz Brighthouse moved and Councillor Liz Leffman seconded that Councillor Ian Hudspeth be elected as Chairman of the Committee for the remainder of the current Council Year 2019/20. There being no further nominations or dissent, Councillor Ian Hudspeth was duly elected.

RESOLVED: accordingly.

2/20 ELECTION OF DEPUTY CHAIRMAN FOR THE REMAINDER OF THE CURRENT COUNCIL YEAR 2019/20

(Agenda No. 2)

Councillor Ian Hudspeth moved and Councillor Judith Heathcoat seconded that Councillor Liz Brighthouse be elected as Deputy Chairman of the Committee for the

remainder of the current Council Year 2019/20. There being no further nominations or dissent, Councillor Liz Brighthouse was duly elected.

RESOLVED: accordingly.

3/20 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS

(Agenda No. 3)

Apologies for absence were received from Councillor Kevin Bulmer and Councillor Richard Webber (Councillor Liz Leffman substituting).

4/20 MINUTES

(Agenda No. 5)

The Minutes of the Meeting held on 4 April 2019 were approved and signed as an accurate record.

5/20 GENDER PAY GAP

(Agenda No. 7)

The Committee had before it a report which provided an overview of Oxfordshire County Council's Gender Pay Gap, as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The report set out a brief overview of the Gender Pay Gap and the requirements the Council were obliged to meet. Finally, the report set out a high-level overview of planned communication of our Gender Pay Gap.

RESOLVED: to note and agree the figures for publication.

6/20 EXEMPT MINUTES

(Agenda No. 8)

The exempt minutes of the meeting held on 4 April 2019 (**RC8**) were approved and signed as a correct record.

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

1 Information relating to any 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.

7/20 PAY POLICY STATEMENT

(Agenda No. 9)

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 or a Minister of the Crown and employees of, or officer-holders under the authority

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 distort the proper process of free negotiations 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.

The Committee considered a report that gave an overview of the Pay Policy Statement which is required under The Localism Act 2011. It gave a brief overview of the revisions that have been made and has the Pay Policy Statement as an Appendix.

RESOLVED: To agree the Pay Policy Statement for submission to Council.

..... in the Chair

Date of signing 2021