



To: Members of the Remuneration Committee

Notice of a Meeting of the Remuneration Committee

Tuesday, 11 February 2014 at 2.00 am

County Hall, Oxford, OX1 1ND

Peter G. Clark.

Peter G. Clark
County Solicitor

January 2014

Contact Officer: **Deborah Miller**
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Membership

Chairman – Councillor Ian Hudspeth
Deputy Chairman - Councillor Zoé Patrick

Councillors

Charles Mathew
Rodney Rose

Gillian Sanders
David Williams

David Wilmshurst

Declarations of Interest

The duty to declare.....

Under the Localism Act 2011 it is a criminal offence to

- (a) fail to register a disclosable pecuniary interest within 28 days of election or co-option (or re-election or re-appointment), or
- (b) provide false or misleading information on registration, or
- (c) participate in discussion or voting in a meeting on a matter in which the member or co-opted member has a disclosable pecuniary interest.

Whose Interests must be included?

The Act provides that the interests which must be notified are those of a member or co-opted member of the authority, **or**

- those of a spouse or civil partner of the member or co-opted member;
- those of a person with whom the member or co-opted member is living as husband/wife
- those of a person with whom the member or co-opted member is living as if they were civil partners.

(in each case where the member or co-opted member is aware that the other person has the interest).

What if I remember that I have a Disclosable Pecuniary Interest during the Meeting?

The Code requires that, at a meeting, where a member or co-opted member has a disclosable interest (of which they are aware) in any matter being considered, they disclose that interest to the meeting. The Council will continue to include an appropriate item on agendas for all meetings, to facilitate this.

Although not explicitly required by the legislation or by the code, it is recommended that in the interests of transparency and for the benefit of all in attendance at the meeting (including members of the public) the nature as well as the existence of the interest is disclosed.

A member or co-opted member who has disclosed a pecuniary interest at a meeting must not participate (or participate further) in any discussion of the matter; and must not participate in any vote or further vote taken; and must withdraw from the room.

Members are asked to continue to pay regard to the following provisions in the code that *“You must serve only the public interest and must never improperly confer an advantage or disadvantage on any person including yourself”* or *“You must not place yourself in situations where your honesty and integrity may be questioned.....”*

Please seek advice from the Monitoring Officer prior to the meeting should you have any doubt about your approach.

List of Disclosable Pecuniary Interests:

Employment (includes *“any employment, office, trade, profession or vocation carried on for profit or gain”*.), **Sponsorship, Contracts, Land, Licences, Corporate Tenancies, Securities.**

For a full list of Disclosable Pecuniary Interests and further Guidance on this matter please see the Guide to the New Code of Conduct and Register of Interests at Members’ conduct guidelines.

<http://intranet.oxfordshire.gov.uk/wps/wcm/connect/occ/Insite/Elected+members/>

or contact Rachel Dunn on (01865) 815279 or Rachel.dunn@oxfordshire.gov.uk for a hard copy of the document.

If you have any special requirements (such as a large print version of these papers or special access facilities) please contact the officer named on the front page, but please give as much notice as possible before the meeting.

AGENDA

1. **Apologies for Absence and Temporary Appointments**
2. **Declarations of Interest - see guidance note**
3. **Minutes**

To approve the minutes of the meeting held on 27 January 2014 (RC3) and to receive information arising from them. – ***Circulated to all Members of the Committee Separately.***

4. **Petitions and Public Address**

EXEMPT ITEMS

It is RECOMMENDED that the public be excluded for the duration of items 5 and 6 since it is likely that if they were present during those items 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.

THE REPORT AND ANNEXES TO THE ITEM HAVE NOT BEEN MADE PUBLIC AND SHOULD BE REGARDED AS 'CONFIDENTIAL' BY MEMBERS AND OFFICERS ENTITLED TO RECEIVE THEM.

THIS ALSO MEANS THAT THE CONTENTS SHOULD NOT BE DISCUSSED WITH OTHERS AND NO COPIES SHOULD BE MADE.

5. **Consultation Feedback on the Introduction of Local Terms and Conditions for Green Book Employees**

In January 2014 Remuneration Committee agreed in principle that Oxfordshire County Council will move from national to local negotiations for staff employed under the National Joint Council for Local Government Services known as the 'Green Book', subject to receiving further information. Further feedback from the consultation process and the Unison ballot will be reported to the Committee.

Representatives from the School Forum, OPHTA, OSSHTA and OASSH have also been invited to give their views at the Meeting.

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

- 3 *Information relating to the financial or business affairs of any particular person (including the authority holding that information);*
- 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 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, in that such disclosure would be contrary to the authority's duties as a fair employer.

The Committee is RECOMMENDED to confirm its decision to introduce the local agreement on negotiation of pay and terms and conditions of employment for Green Book employees from 1 April 2014.

6. Local Negotiation of Pay and Terms and Conditions of Employment for Senior Staff (Pages 1 - 4)

Report by the Head of Human Resources (RC6).

In January 2014 Remuneration Committee agreed in principle that Oxfordshire County Council will move from national to local negotiations for staff employed under the National Joint Council for Local Government Services known as the 'Green Book', subject to receiving further information. This report seeks to bring senior staff employed under the Joint National Councils for Chief Executives and Chief Officers and related staff, as amended by local negotiated agreements, under a similar local agreement. This report includes a proposed local agreement between the Council and senior staff which sets out the proposed terms of this agreement following local negotiations and consultations.

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

- 4 *Information relating to the financial or business affairs of any particular person (including the authority holding that information);*
- 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 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, in that such disclosure would be contrary to the authority's duties as a fair employer.

7. Firefighter Pension Scheme amendments (FPS 1992 & NFPS 2006)
(Pages 5 - 8)

Report by the Chief Fire Officer (**RC7**).

On 7 June 2013, DCLG published their response to the consultation 'Amendments to the Firefighters' Pension Scheme (1992) and New Firefighters' Pension Scheme (2006): summary of responses'. On the same day, the resulting Amendment Orders, which made changes to both the 1992 FPS and the 2006 NFPS, were laid before Parliament and enacted on 1 July 2013. The amendments include three discretions which require an OCC policy/position statement to be agreed and communicated to all FRS staff.

The Committee is RECOMMENDED that:

- (a) ***the discretion to Permit the Maximum Payment be adopted, but individual proposals be examined on a case by case basis depending on the needs of the Service and agreed by the Chief Fire Officer on advice from the Chief Finance Officer and the Head of Human Resources;***
- (b) ***abatement will apply in all cases of reemployment of members of the 1992 and 2006 schemes with any Fire & Rescue Authority in any capacity or is employed by any employing public sector organisation without going through an open competition;***
- (c) ***the Fire Authority determines that all of the salary benefits listed are treated as pensionable benefits and attract an Additional Pension Benefit as detailed in the FPS 1992 and the NFPS 2006.***