

## REMUNERATION COMMITTEE

**MINUTES** of the meeting held on Thursday, 10 December 2015 commencing at 9.00 am and finishing at 10.25 am

### **Present:**

**Voting Members:** Councillor Ian Hudspeth – in the Chair

Councillor Richard Webber (Deputy Chairman)  
Councillor Liz Brighthouse OBE  
Councillor Charles Mathew  
Councillor Rodney Rose  
Councillor David Wilmshurst

### **Officers:**

Whole of meeting Steve Munn, Chief Human Resources Officer

Part of meeting

**Agenda Item                      Officer Attending**

*The Committee considered the matters, reports and recommendations contained or referred to in the agenda for the meeting, together with [a schedule of addenda tabled at the meeting ][the following additional documents:] and decided as set out below. Except as insofar as otherwise specified, the reasons for the decisions are contained in the agenda and reports [agenda, reports and schedule/additional documents], copies of which are attached to the signed Minutes.*

### **24/15 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS**

(Agenda No. 1)

Apologies were received from Councillor David Williams.

### **25/15 MINUTES**

(Agenda No. 3)

The Minutes of the meeting held on 6 July 2015 were approved and signed as a correct record.

### **26/15 PETITIONS AND PUBLIC ADDRESS**

(Agenda No. 4)

Catharine Darnton, Headteacher of Gillotts School spoke in respect of the implications on schools on the information set out in Agenda Item 6.

## **27/15 EXEMPT ITEMS**

(Agenda No. )

**RESOLVED:** that the public be excluded for the duration of item RC5 -7 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.

### **PUBLIC SUMMARY OF PROCEEDINGS HELD IN PRIVATE SESSION**

## **28/15 EXEMPT MINUTE**

(Agenda No. )

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

*1 Information relating to any individual*

*3 Information relating to the financial or business affairs of any particular person (including the authority holding that information)*

*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 exempt part of the minutes of the meeting held on 6 July 2015 were agreed and signed.

## **29/15 OXFORDSHIRE LOCAL AGREEMENT OF GREEN BOOK PAY 2016-17**

(Agenda No. 5)

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

*1 Information relating to any individual*

*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 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 Oxfordshire Local Agreement set down the Council's agreement with Unison to negotiate pay locally for a three year period. The final year of the agreement is 2016-17. Negotiations have taken place with Unison and a draft agreement to cover a further three years had been reached. However, subsequent events have led to the abandonment of this draft agreement.

The Remuneration Committee considered a report on the current position that sought its views on Green Book pay for 2016-17.

The Remuneration Committee noted and supported the current position on pay negotiations for 2016/17 and, in discussion, supported a move back to national pay arrangements rather than a new local agreement from 2107/18 onwards.

### **30/15 SENIOR OFFICER APPOINTMENTS**

(Agenda No. 6)

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

- 1 *Information relating to any individual*
- 3 *Information relating to the financial or business affairs of any particular person (including the authority holding that information)*

*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 appointments of Head of Paid Service and Monitoring Officer were confirmed at Council on 8 September 2015. The Remuneration Committee considered a report that proposed some temporary pay arrangements for the Head of Paid Service based on increased responsibilities from 1 October 2015 and that updated Committee on the pay arrangements put in place for the Monitoring Officer from the same date.

The Remuneration Committee approved temporary pay arrangements for the Head of Paid Service based on increased responsibilities from 1 October 2015 and noted an update on the pay arrangements put in place for the Monitoring Officer from the same date. It was further agreed that the arrangements be reviewed by 1 April 2016.

### **31/15 RECRUITMENT AND RETENTION OF CHILDREN'S SOCIAL WORKERS**

(Agenda No. 7)

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

- 1 *Information relating to any individual*

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 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 recruitment and retention of high quality social workers in Children's Social Care is critical in delivering a safe and effective service to this high risk client group. There are particular employment issues which apply to this staff group which this report seeks to address in order to maintain the necessary service standards.

The Remuneration Committee approved an approach to particular employment issues which apply to this staff group in order to maintain the necessary service standards. It was also agreed that the measures be revisited in 18 months and that there be a further report in March 2016 looking at the medium to longer term workforce strategy.

### **32/15 OUTSIDE BODIES**

(Agenda No. 8)

The Council's Constitution allocates to this Committee the oversight for appointments to outside bodies other than to those determined by the Council as being 'strategic' (which are designated as Category 'A' outside bodies and which are the responsibility of the Cabinet).

There are a significant number of other outside bodies, designated as Category 'C' outside bodies, which request Council representation or are of primary value to local councillors/the local community. These are primarily appointed through the local members. The Remuneration Committee had before it a report informing the Committee of an appointment to a new body, namely Faringdon Town Team.

**RESOLVED:** to note the appointment of Councillor Heathcoat to serve as a member of the Faringdon Town Team.

..... in the Chair

Date of signing

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