

...Decisions... Decisions...

These notes indicate the decisions taken at this meeting and the officers responsible for taking the agreed action. For background documentation please refer to the agenda and supporting papers available on the Council's web site (www.oxfordshire.gov.uk.)

If you have a query please contact Deborah Miller (Tel: 0792 0084239 ; Email; deborah.miller@oxfordshire.gov.uk)

REMUNERATION COMMITTEE - THURSDAY, 28 SEPTEMBER 2017

RECOMMENDATIONS FROM THE AGENDA	DECISIONS	ACTION
1. Apologies for Absence and Temporary Appointments	Councillors Brighthouse and Bulmer.	DLG (A. Newman)
2. Minutes To approve the minutes of the meeting held on 10 July 2017 (RC3) and to receive information arising from them.	Agreed and signed.	
3. Petitions and Public Address	None.	
4. Update on Gender Pay Gap Reporting 2017 The report provides an update on regulations requiring employers in the UK with more than 250 staff to publish figures annually on their own website and on a government website to show how large the pay gap is between their male and female employees. Remuneration Committee is asked to note the report.	Noted.	DHR (F. Percival)
5. Pensions Benefits Sub-Committee This report considers the role of the Pensions Benefits Sub-Committee and in particular its role with regard to the early release of pension benefits as a result of redundancy.		

...Decisions... Decisions...

REMUNERATION COMMITTEE - THURSDAY, 28 SEPTEMBER 2017

RECOMMENDATIONS FROM THE AGENDA	DECISIONS	ACTION
<p><i>It is recommended that:</i></p> <ul style="list-style-type: none"> • <i>The Pensions Benefits Sub-Committee's role is amended under the constitution to only consider early retirement cases where the Council has discretion. E.g. ill health retirement.</i> • <i>Consideration and approval for all other early retirements such as redundancy and business efficiency is delegated to council Directors with concurrence from the Strategic HR Manager.</i> • <i>That all redundancies and early retirements including associated costs are reported to the Remuneration Committee each quarter.</i> 	<p>Recommendations agreed.</p>	<p>DHR (F. Percival) DLG (G. Watson)</p>
<p>6. Update on Teachers' Pay</p> <p>Members will be given an update on the current position.</p>	<p>Noted.</p>	<p>DHR (F. Percival)</p>
<p>7. Outside Bodies</p> <p>To determine the appointments below and any further nominations made at the meeting:</p> <p>South East Reserve Forces' and Cadets' Association – Councillor Lynda Atkins Mill Arts Centre Association – Councillor Eddie Reeves</p>	<p>Appointments agreed as set out and to confirm Councillor Heathcoat's appointment as the relevant Cabinet Member on Trading Standards South East Ltd.</p>	<p>DLG (J. Bugeja)</p>
<p>8. Exempt Minutes</p> <p>To approve the exempt minutes of the meeting held on 10 July 2017 (RC3) and to receive information arising from them.</p>	<p>Agreed and signed.</p> <p>The Committee asked that the further report requested be submitted in</p>	<p>DHR (K. Terry) DCS (H.</p>

...Decisions... Decisions...

REMUNERATION COMMITTEE - THURSDAY, 28 SEPTEMBER 2017

RECOMMENDATIONS FROM THE AGENDA	DECISIONS	ACTION
<p><i>The information contained in the report is exempt in that it falls within the following prescribed category:</i></p> <ul style="list-style-type: none"> <i>1 Information relating to any individual</i> <i>3 Information relating to the financial or business affairs of any particular person (including the authority holding that information)</i> <i>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</i> <p><i>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.</i></p>	<p>March 2019.</p>	<p>Farncombe)</p>