



To: Members of the Remuneration Committee

***Notice of a Meeting of the Remuneration Committee***

**Thursday, 1 November 2018 at 4.00 pm**

**Room 1 - County Hall, New Road, Oxford OX1 1ND**

A handwritten signature in blue ink, appearing to read 'Yvonne Rees'.

Yvonne Rees  
Chief Executive

October 2018

Committee Officer: **Sue Whitehead**  
Tel: 07393 001213 ; Email: [sure.whitehead@oxfordshire.gov.uk](mailto:sue.whitehead@oxfordshire.gov.uk)

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**Membership**

Chairman – Councillor Ian Hudspeth  
Deputy Chairman - Councillor Kevin Bulmer

*Councillors*

Lynda Atkins  
Liz Brighthouse OBE

Mrs Judith Heathcoat  
Charles Mathew

Richard Webber

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**Notes:**

- ***Date of next meeting: 15 January 2019***

## 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 Glenn Watson on **07776 997946** or [glenn.watson@oxfordshire.gov.uk](mailto:glenn.watson@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 (Pages 1 - 2)

To approve the minutes of the meeting held on 17 July 2018 (**RC3**) and to receive information arising from them.

## 4. Petitions and Public Address

## 5. Appointment to Outside Body - Mill Arts Centre

Following the resignation of Councillor Eddie Reeves a vacancy exists for a Trustee of Mill Arts Centre.

### EXEMPT ITEM

*It is RECOMMENDED that the public be excluded for the duration of item RC since it is likely that if they were present during that item 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.**

## 6. Exempt Minute (Pages 3 - 4)

To approve the exempt minutes of the meeting held on 17 July 2018 (**RC6**) and to receive information arising from them.

*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. Redundancy Quarterly Report (Pages 5 - 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.*

Report by Director of Human Resources (**RC7E**)

Contact: Ruth O'Loughlin 07824857793

This report gives an overview of the Change programmes that have resulted in redundancy in Quarter 2 (July to October 2018). It provides details of:

- the number of redundancies
- the number of redeployments
- the total costs including pension costs
- pension costs alone

The report also includes an overview of the change programmes that may result in Quarter 3 redundancies.

The Remuneration Committee is **RECOMMENDED** to note the figures.

## **8. Oxfordshire County Council 2019 Green Book Pay Award (Pages 11 - 22)**

*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*

*and 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.*

Report by Director of Human Resources (**RC8E**)

Contact: Ruth O'Loughlin 07824867793

This report gives an overview of the 2019 Pay Award for Green Book employees.

The Remuneration Committee is asked to **NOTE** and **COMMENT** on the pay award

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## REMUNERATION COMMITTEE

**MINUTES** of the meeting held on Tuesday, 17 July 2018 commencing at 4.00 pm and finishing at 4.35 pm

**Present:**

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

Councillor Kevin Bulmer (Deputy Chairman)

Councillor Lynda Atkins

Councillor Liz Brighthouse OBE

Councillor Mrs Judith Heathcoat

Councillor Charles Mathew

**Officers:** Jacque Bugeja, Head of Registration Coroner Services

*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, copies of which are attached to the signed Minutes.*

### **27/18 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS**

(Agenda No. 1)

Apologies were received from Councillor Richard Webber.

### **28/18 MINUTES**

(Agenda No. 3)

The minutes of the meeting held on 22 June 2018 were approved and signed as a correct record.

### **29/18 EXEMPT ITEM**

**RESOLVED:** that the public be excluded for the duration of item RC6 since it is likely that if they were present during that item 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

**30/18 EXEMPT MINUTES**

(Agenda No. 5)

The exempt minutes of the meeting held on 22 June 2018 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.*

**31/18 CORONER'S PAY**

(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*

*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 the Joint Negotiating Committee (JNC) recommendations in relation to Coroner's pay and agreed the proposals contained in the report..

..... in the Chair

Date of signing ..... 2018



By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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