



To: Members of the Remuneration Committee

Notice of a Meeting of the Remuneration Committee

Wednesday, 7 January 2026 at 11.00 am

Room 3 - County Hall, New Road, Oxford OX1 1ND

If you wish to view proceedings online, please click on this [Live Stream Link](#).
However, that will not allow you to participate in the meeting.

Martin Reeves
Chief Executive

December 2025

Committee Officer: **Democratic Services**
Email: committeesdemocraticservices@oxfordshire.gov.uk

Membership

Chair – Councillor Liz Leffman
Deputy Chair - Councillor Neil Fawcett

Councillors

Liz Brighthouse OBE
Gareth Epps

Andy Graham
James Robertshaw

Notes:

- ***Date of next meeting: 22 January 2026***

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 - 4)

To approve the minutes of the meeting held on 9 October 2025 and to receive information arising from them.

4. **Petitions and Public Address**

Members of the public who wish to speak at this meeting can attend the meeting in person or 'virtually' through an online connection.

Requests to speak must be submitted by no later than 9am three working days before the meeting. Requests to speak should be sent to committeesdemocraticservices@oxfordshire.gov.uk .

If you are speaking 'virtually', you may submit a written statement of your presentation to ensure that your views are taken into account. A written copy of your statement can be provided no later than 9am 2 working days before the meeting. Written submissions should be no longer than 1 A4 sheet.

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 EXEMPT MINUTES AND REPORT 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. **Exempt minutes** (Pages 5 - 6)

The information in this case is exempt in that it falls within the following prescribed categories:

1. Information relating to a particular individual.
4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.

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.

To approve the exempt minutes of the meeting held on 9 October 2025 and to receive information arising from them.

6. To consider the report (Pages 7 - 12)

The information in this case is exempt in that it falls within the following prescribed categories:

2. Information which is likely to reveal the identity of an individual.

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.

Councillors declaring interests

General duty

You must declare any disclosable pecuniary interests when the meeting reaches the item on the agenda headed 'Declarations of Interest' or as soon as it becomes apparent to you.

What is a disclosable pecuniary interest?

Disclosable pecuniary interests relate to your employment; sponsorship (i.e. payment for expenses incurred by you in carrying out your duties as a councillor or towards your election expenses); contracts; land in the Council's area; licenses for land in the Council's area; corporate tenancies; and securities. These declarations must be recorded in each councillor's Register of Interests which is publicly available on the Council's website.

Disclosable pecuniary interests that must be declared are not only those of the member her or himself but also those member's spouse, civil partner or person they are living with as husband or wife or as if they were civil partners.

Declaring an interest

Where any matter disclosed in your Register of Interests is being considered at a meeting, you must declare that you have an interest. You should also disclose the nature as well as the existence of the interest. If you have a disclosable pecuniary interest, after having declared it at the meeting you must not participate in discussion or voting on the item and must withdraw from the meeting whilst the matter is discussed.

Members' Code of Conduct and public perception

Even if you do not have a disclosable pecuniary interest in a matter, the Members' Code of Conduct says that a member 'must serve only the public interest and must never improperly confer an advantage or disadvantage on any person including yourself' and that 'you must not place yourself in situations where your honesty and integrity may be questioned'.

Members Code – Other registrable interests

Where a matter arises at a meeting which directly relates to the financial interest or wellbeing of one of your other registerable interests then you must declare an interest. You must not participate in discussion or voting on the item and you must withdraw from the meeting whilst the matter is discussed.

Wellbeing can be described as a condition of contentedness, healthiness and happiness; anything that could be said to affect a person's quality of life, either positively or negatively, is likely to affect their wellbeing.

Other registrable interests include:

- a) Any unpaid directorships

- b) Any body of which you are a member or are in a position of general control or management and to which you are nominated or appointed by your authority.
- c) Any body (i) exercising functions of a public nature (ii) directed to charitable purposes or (iii) one of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union) of which you are a member or in a position of general control or management.

Members Code – Non-registrable interests

Where a matter arises at a meeting which directly relates to your financial interest or wellbeing (and does not fall under disclosable pecuniary interests), or the financial interest or wellbeing of a relative or close associate, you must declare the interest.

Where a matter arises at a meeting which affects your own financial interest or wellbeing, a financial interest or wellbeing of a relative or close associate or a financial interest or wellbeing of a body included under other registrable interests, then you must declare the interest.

In order to determine whether you can remain in the meeting after disclosing your interest the following test should be applied:

Where a matter affects the financial interest or well-being:

- a) to a greater extent than it affects the financial interests of the majority of inhabitants of the ward affected by the decision and;
- b) a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest.

You may speak on the matter only if members of the public are also allowed to speak at the meeting. Otherwise you must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation.

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Agenda Item 3

REMUNERATION COMMITTEE

MINUTES of the meeting held on Thursday, 9 October 2025 commencing at 3.00 pm and finishing at 4.10 pm

Present:

Voting Members: Councillor Liz Leffman – in the Chair

Councillor Neil Fawcett (Deputy Chair)
Councillor Liz Brighthouse OBE
Councillor Gareth Epps
Councillor Andy Graham
Councillor David Henwood (In place of Councillor James Robertshaw)

Officers:

Whole of meeting Anita Bradley, Director of Law and Governance and Monitoring Officer; Cherie Cuthbertson, Director of HR and Cultural Change; Janet Cox, Interim Head of Operations; Leah Jones, Interim Strategic Pay and Reward Manager; Colm Ó Caomhánaigh, Democratic Services Manager.

Part of meeting

Agenda Item	Officer Attending
7	Luke Mattam, Programme Manager

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 and decided as set out below. Except as insofar as otherwise specified, the reasons for the decisions are contained in the agenda, reports and additional documents, copies of which are attached to the signed Minutes.

28/25 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS

(Agenda No. 1)

Apologies were received from Councillor Robertshaw (substituted by Councillor Henwood).

29/25 DECLARATIONS OF INTEREST - SEE GUIDANCE NOTE

(Agenda No. 2)

There were no declarations of interest.

30/25 MINUTES

(Agenda No. 3)

The minutes of the meeting held on 5 September 2025 were approved with the following amendment:

To replace the text under Item 22/25 with:

“Councillor Epps who was online participated in discussions with the agreement of the Chair but, as he was not present in the room, did not vote.”

31/25 PETITIONS AND PUBLIC ADDRESS

(Agenda No. 4)

No requests were received.

32/25 GENDER EQUALITY AND ETHNICITY PAY GAP REPORTS 2025

(Agenda No. 5)

The Committee was asked to consider two reports. The Gender Pay Gap Report 2025 and the Ethnicity Pay Gap Report 2025 with a view to forwarding the reports to Council.

The Interim Strategic Pay and Reward Manager summarised both reports. Members raised issues and the officers responded as follows:

- It was difficult to put a value on the cost in monetary terms of closing the gender pay gap as it works on the mean and median figures at a point in time, but the smaller the gap, the lower the cost.
- Similarly, it was difficult to put a timeline on when the gap could be closed to zero but the gap was closing with officers exploring further improvement works and examining the reasons why there were fewer females in higher positions in order to develop attraction techniques to tackle that.
- Benchmarking the Ethnicity Pay Gap Report may be a challenge as this is not yet a statutory obligation for employers and so there will be few similar published reports to compare to but officers agreed to work with South East Employers on this.

Members also noted:

- The figures were probably affected by the fact that work contracted out was not included.
- Those in caring jobs sometimes did not want to be promoted but wanted to continue using their caring skills. Those positions should be better paid
- There were different ways of categorising groups of people. The report compared White ethnic backgrounds and Black, Asian and minority ethnic backgrounds. Reports from other sources might categorise by British and non-British.
- More explanation of the figures would benefit understanding for members of the public.

The Chair moved the recommendations and they were agreed.

RESOLVED to:

a) Note the 2025 gender equality and ethnicity pay gap reports.

The Committee is RECOMMENDED to RECOMMEND COUNCIL to:

b) Note Oxfordshire County Council's (the Council) statutory Gender Pay Gap report of 2025 and approve it for onward submission to the Gender Pay Gap Service by 31 March 2026.

c) Note the Council's voluntary Ethnicity Pay Gap report of 2025.

33/25 WITHDRAWAL OF THE CORONERS' SOCIETY OF ENGLAND AND WALES (CSEW) FROM THE JOINT NEGOTIATING COMMITTEE

(Agenda No. 6)

The Committee had before it a report on the negotiations on Coroner's pay following the withdrawal of the Coroners' Society of England and Wales (CSEW) from the Joint Negotiating Committee (JNC).

As Members wished to discuss the contents of the exempt annexes the Chair proposed 'that the public be excluded during the consideration of the annexes since it is likely that if they were present during that discussion there would be a disclosure of "exempt" information as described in Part I of Schedule 12A to the Local Government Act, 1972 and specified below the item in the Agenda.' This was agreed and the meeting went into private session.

Following the discussion, the meeting resumed in public session. The Chair moved the recommendations and they were agreed unanimously.

RESOLVED to:

- a) Take note of the current national position and the proposed actions to determine the localised position of the Council**
- b) Confirm agreement to align Coroner pay to the judicial pay scale effective from 1 April 2025 and approve the uplift in additional financial resources**

34/25 EXEMPT MINUTES

(Agenda No. 7)

The Chair proposed 'that the public be excluded during the consideration of items 7 and 8 since it is likely that if they were present during that discussion there would be a disclosure of "exempt" information as described in Part I of Schedule 12A to the Local Government Act, 1972 and specified below the item in the Agenda.'

The exempt minutes of the meeting held on 5 September 2025 were agreed.

35/25 UPDATE ON PROPOSED ORGANISATIONAL RESTRUCTURING – TIERS 5 AND BELOW

(Agenda No. 8)

The Committee considered a report providing an update on Phase 1 of the proposed organisational restructuring for Tiers 5 and below, incorporating posts below Head of Service level. Key areas addressed were Financial and Commercial Services, Adult Social Care Phase 1, and Customer Experience.

The meeting continued in private session. The recommendations were agreed unanimously.

..... in the Chair

Date of signing

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

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