



To: Members of the Remuneration Committee

Notice of a Meeting of the Remuneration Committee

Tuesday, 5 May 2026 at 3.30 pm

Members Board Room - 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

April 2026

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

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 5 - 8)**

To approve the minutes of the meeting held on 22 January 2026 and to receive information arising from them.

EXEMPT ITEMS

It is RECOMMENDED that the public be excluded for the duration of items 4 and 5 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 ITEMS 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.

4. **Exempt minutes (Pages 9 - 10)**

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

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

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 minutes containing exempt information under the above paragraph are attached.

To approve the exempt minutes of the meeting held on 22 January 2026 and to receive information arising from them.

5. **Local Government Reorganisation - System Wide Interim Director Role (Pages 11 - 18)**

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

1. Information which is likely to reveal the identity of an individual.
2. Information relating to the financial or business affairs of any particular person (including the authority holding that information).

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 annex containing exempt information under the above paragraph are attached.

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, 22 January 2026 commencing at 3.00 pm and finishing at 4.05 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 James Robertshaw

Officers:

Whole of meeting Lorna Baxter, Deputy Chief Executive (Section 151 Officer); Anita Bradley, Director of Law and Governance and Monitoring Officer; Cherie Cuthbertson, Director of HR and Cultural Change; Janet Cox, Interim Head of Operations; Colm Ó Caomhánaigh, Democratic Services Manager.

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

7/26 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS
(Agenda No. 1)

There were no apologies.

8/26 DECLARATIONS OF INTEREST - SEE GUIDANCE NOTE
(Agenda No. 2)

There were no declarations of interest.

9/26 MINUTES
(Agenda No. 3)

RESOLVED:

That the minutes of the meeting held on 7 January 2026 be approved and signed as an accurate record of the proceedings.

10/26 PETITIONS AND PUBLIC ADDRESS

(Agenda No. 4)

There were no requests.

11/26 PAY POLICY STATEMENT 2026-27

(Agenda No. 5)

The Committee considered the statutory Pay Policy Statement for 2026/27.

Officers summarised the report as follows:

- The Pay Policy Statement was a statutory requirement under the Localism Act and has to be published annually by 1 April.
- The statement set out pay ratios between the highest-paid officer, the Chief Executive, and the lowest-paid roles, together with senior salary bands.
- The statement reflected current salary levels and did not anticipate future pay awards.
- The statement focused on basic pay only and did not include the wider total reward offer, such as flexible working arrangements.

Members welcomed the report and identified other information that they would like to see in a further report about pay arrangements at the Council to assist understanding:

- An explanation of how the pay for jobs is decided.
- Explaining the differences in terms and conditions.
- The number of employees within different pay bands.
- Examples of roles at the lower end of the pay scale.
- Comparability with other similar local authorities.
- The financial implications of adopting the Oxford Living Wage.

Officers confirmed that a report will be brought to a future meeting.

RESOLVED to:

- a) Take note of the Pay Policy Statement 2026-27;**
- b) Recommend Council to note and approve the council's statutory Pay Policy Statement 2026-27 for updating on the council's public website.**

12/26 EXEMPT MINUTES

(Agenda No. 6)

It was agreed that the public be excluded during the consideration of items 6 and 7 since it was 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.

RESOLVED:

That the exempt minutes of the meeting held on 7 January 2025 be approved and signed as an accurate record of the proceedings.

13/26 TO CONSIDER THE REPORT
(Agenda No. 7)

Members considered the exempt report in private. A decision was deferred with a request for more information and consultation.

..... in the Chair

Date of signing

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

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