

REMUNERATION COMMITTEE

MINUTES of the meeting held on Friday, 1 February 2013 commencing at 2.00 pm and finishing at 2.40 pm

Present:

Voting Members: Councillor Ian Hudspeth – in the Chair

Councillor Roy Darke
Councillor Charles Mathew
Councillor Zoé Patrick (Deputy Chairman)
Councillor Rodney Rose
Councillor David Wilmshurst

Officers:

Whole of meeting Steve Munn (Head of Human Resources) and Sue Corrigan (Strategic HR Manager); Sue Whitehead (Chief Executive's Office)

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.

10/13 APOLOGIES FOR ABSENCE

(Agenda No. 1)

Apologies were received from Councillor Shouler (Councillor Mathew attended as a substitute)..

11/13 MINUTES

(Agenda No. 3)

The minutes of the meeting held on 28 November 2012 were approved and signed.

12/13 EXEMPT ITEM

(Agenda No. 5)

RESOLVED: that the public be excluded for the duration of items 6 and 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 FOLLOWING THE WITHDRAWAL OF THE PRESS AND PUBLIC

13/13 THE LIVING WAGE

(Agenda No. 6)

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

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 Remuneration Committee considered a report on the Living Wage in order to inform their consideration of whether to implement this in Oxfordshire County Council

RESOLVED: That further information was needed and that research be carried out around the feasibility and implications of any proposals.

14/13 PAY POLICY STATEMENT - REMUNERATION COMMITTEE REPORT TO COUNCIL ON 19 FEBRUARY 2013

(Agenda No. 7)

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

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 Remuneration Committee are required to report annually to Council on the Pay Policy Statement. The Committee had before them a draft report for consideration by the Remuneration Committee prior to its submission to Council on 19 February 2013. The report reviewed the existing Statement and indicated the future proposals of the Remuneration Committee, including consideration of introducing the Living Wage and

opening negotiations on introducing local bargaining on pay and terms and conditions.

RESOLVED: to endorse the report for submission to Council on 19 February 2013 subject to the updating outlined as part of the discussion.

..... in the Chair

Date of signing 2013