

REMUNERATION COMMITTEE

MINUTES of the meeting held on Monday, 10 July 2017 commencing at 9.00 am and finishing at 9.35 am

Present:

Voting Members: Councillor Ian Hudspeth – in the Chair

Councillor Kevin Bulmer (Deputy Chairman)
Councillor Lynda Atkins
Councillor Mrs Judith Heathcoat
Councillor Charles Mathew
Councillor Richard Webber

Officers: Hannah Farncombe, Deputy Director Children's Social Care; Kim Terry, HR Business Partner – People; Sue Whitehead (Resources Directorate)

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.

15/17 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS

(Agenda No. 1)

Apologies were received on behalf of Councillor Brighthouse.

16/17 MINUTES

(Agenda No. 3)

The Minutes of the meetings held on 21 March and on 16 May 2017 were approved and signed as a correct record, subject to the correction to Councillor Hudspeth's name under Minute 12/17.

17/17 EXEMPT ITEM

(Agenda No.)

RESOLVED: That the public be excluded for the duration of items PB5 and PB6 in the Agenda since it was likely that if they were present during those items there would be disclosure of exempt information as defined in Part 1 of Schedule 12 A to the Local Government Act 1972 (as amended) and specified in relation to the respective items in the Agenda and since it was considered that, in all the circumstances of each case, the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

PROCEEDINGS FOLLOWING THE WITHDRAWAL OF THE PRESS AND PUBLIC

18/17 EXEMPT MINUTES

(Agenda No. 5)

The minutes of the meeting held in exempt session on 21 March 2017 were approved and signed.

The information contained in the report is exempt in that it falls within the following prescribed category:

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

19/17 RECRUITING AND RETAINING CHILDREN'S SOCIAL WORKERS IN OXFORDSHIRE

(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*
- 3 *Information relating to the financial or business affairs of any particular person (including the authority holding that information)*
- 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 noted progress on a programme of initiatives and measures to recruit and retain Children’s Social Workers and gave agreement to a further measure.

MINUTES OF PROCEEDING FOLLOWING THE READMITTANCE OF THE PRESS AND PUBLIC

20/17 OUTSIDE BODIES

(Agenda No. 7)

The Council’s Constitution allocates to the Remuneration Committee the responsibility for appointments to outside bodies other than to those identified by the Cabinet as ‘strategic’.

The Committee considered a report that identified bodies to which appointments needed to be made, including any proposed new additions, and deletions. During discussion members queried the value and purpose of some of the appointments which were of an historic nature and emphasised that more needed to be done to ensure that where appointed councillors were adding value for the organisation and the County Council.

RESOLVED: to:

- (a) make appointments to the non-strategic outside bodies as listed in Annex 1 and to consider further appointments to the vacancies as set out at a future meeting;
- (b) noted the review of the category ‘C’ outside bodies shown at Annex 2 to the report.

..... in the Chair

Date of signing 2017

ANNEX 1

Non Strategic Outside Bodies (Remuneration Committee appointments)

| Outside Body | Places | Basis of Appointment | Current Appointments |
|---|------------|--|--|
| Cogges Agricultural Museum Trust | 1 1 | Must be a Councillor officer | Lindsay-Gale |
| County Nature Conservation Forum | 1 | Need not be a councillor | vacancy |
| Environment Agency -Thames Regional Flood and Coastal Committee | 1 | Must be a councillor (shared with Swindon BC & Hampshire CC) | Constance Hampshire Swindon |
| Oxford Preservation Trust | 3 | Must be councillors | Lindsay-Gale Pressel Vacancy—OPT have advised a reduction in no of reps from 3 to 2 |
| Oxfordshire Buildings Trust Ltd | 3 1 | Need not be councillors Relevant Cabinet member | CC Chairman (ex officio) Vacancy Vacancy Lindsay-Gale |
| Oxfordshire Federation of Young Farmers' Clubs | 1 | Usually a councillor | vacancy |
| Oxfordshire Museums Council | 1 1 | Councillor Officer | Lindsay-Gale Museum Service Manager |
| Trust for Oxfordshire's Environment | 2 | Expected to be 1 councillor and 1 officer | Cabinet Member for Environment Officer - (E+E) |
| Mill Arts Centre Association | 3 | Need not be a councillor | Jacque Bugeja vacancy |
| Chilterns AONB Conservation Board | 1 | | Mathew |

| | | | |
|---|--------|---|--|
| Cotswold AONB Conservation Board | 1 | Must be a councillor | Mathew |
| Outside Body | Places | Basis of Appointment | Appointees for 2013/14 |
| Cotswolds and Malverns Transport Partnership | 2 | Must be councillors | Vacancy Howson |
| Local Government Association: Fire Service Forum | 1 | Must be a councillor | Deputy Leader |
| North Wessex Downs Area of Outstanding Natural Beauty | 1 | Must be a councillor | Mathew |
| Oxfordshire Association for the Blind | 1 | Need not be a councillor | Larry Sanders |
| Oxfordshire Play Association | 3 | Need not be councillors | vacancy Roz Smith Lygo |
| Oxfordshire Playbus | 1 | Need not be a councillor | Patrick |
| Oxfordshire Playing Fields Association | 3 | Expected to be councillors | Roz Smith Lygo Johnston |
| South East Reserve Forces' and Cadets' Association | 1 | Need not be a councillor | Vacancy |
| Trading Standards South East Ltd. | 1 | Relevant Cabinet Member | Vacancy |
| TVEnergy | 1 | Must be a councillor – usually appropriate Cabinet Member | Constance |
| Castle Committee | 1 | Must be a councillor | Cabinet Member for Property & Cultural Services – Lindsay-Gale |
| Abingdon/Witney College Board | 1 | Must be a councillor | |
| Townlands Steering Group | 1 | Must be a councillor | Vacancy |