

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