

West Oxfordshire District Council

Summary Revenue Expenditure 2017/2018 & 2018/2019

	2017/2018 Original £	2017/2018 Revised £	2017/2018 Comparable £	2018/2019 Estimate £
Managing Director				
Environmental & Regulatory Services	699,800	699,800	369,300	437,500
Go Shared Services	0	0	1,001,800	889,800
ICT, Change & Customer Service	214,200	214,200	1,711,900	1,751,000
Land, Legal & Property	-83,900	-83,900	847,800	821,600
Revenues & Housings Support	1,693,500	1,693,500	925,200	947,500
Partnership Managing Director	28,100	28,100	135,300	137,000
Strategic Director				
Democratic Services	923,900	923,900	931,000	1,000,100
Retained Services	-1,360,100	-1,360,100	-2,612,900	-2,481,800
Strategic Director				
Environmental Services	5,932,000	5,932,000	5,474,200	5,746,000
Leisure and Community	1,848,800	1,848,800	1,755,100	1,532,900
Planning & Strategic Housing	1,128,900	1,128,900	566,500	605,900
Total Cost of Services	11,025,200	11,025,200	11,105,200	11,387,500

West Oxfordshire District Council

Summary Revenue Expenditure 2017/2018 & 2018/2019

2016/2017 Actual £		2017/2018 Original £	2017/2018 Revised £	2017/2018 Comparable £	2018/2019 Estimate £
8,171,703	Employees	8,052,900	5,068,600	787,800	698,200
1,584,806	Premises Related Expenditure	1,724,100	1,724,100	911,400	851,400
459,299	Transport Related Expenditure	426,700	269,100	45,500	43,400
4,561,503	Supplies & Services	4,528,200	4,075,400	3,441,800	3,719,400
6,247,624	Third Party Payments	6,905,000	9,893,900	14,167,200	15,119,900
24,242,629	Transfer Payments	24,069,400	24,069,400	24,069,400	22,007,400
3,982,943	Support Services	4,376,400	4,376,400	38,400	0
1,521,400	Capital Charges	1,584,000	1,584,000	1,584,000	1,490,400
<hr/> 50,771,907	Total Cost	<hr/> 51,666,700	<hr/> 51,060,900	<hr/> 45,045,500	<hr/> 43,930,100
36,529,560	External Income	35,337,900	34,739,200	33,901,300	32,487,000
4,720,145	Income from Internal Recharges	5,303,600	5,296,500	39,000	55,600
<hr/> 9,522,202	Total Cost of Services	<hr/> 11,025,200	<hr/> 11,025,200	<hr/> 11,105,200	<hr/> 11,387,500

West Oxfordshire District Council

Summary Revenue Expenditure 2017/2018 & 2018/2019

2016/2017 Actual £		2017/2018 Original £	2017/2018 Revised £	2017/2018 Comparable	2018/2019 Estimate £
9,522,202	Total Cost of Services	11,025,200	11,025,200	11,105,200	11,387,500
	Capital Expenditure charged to the Revenue A/C	540,100	540,100	540,100	540,100
	Capital Financing	176,900	176,900	176,900	495,855
	Inflation Provision	86,500	86,500	86,500	62,820
	Pension Cost - Actuarial Valuation Impact	80,000	80,000		
	Savings to be Identified	-128,300	-128,300	-128,300	-131,000
	Temporary loans interest	2,500	2,500	2,500	2,500
	Capital Charges	-1,586,900	-1,586,900	-1,586,900	-1,510,800
	Net Operating Expenditure	10,196,000	10,196,000	10,196,000	10,846,975
	Investment Income	-607,300	-607,300	-607,300	-607,300
	Net Expenditure	9,588,700	9,588,700	9,588,700	10,239,675
	Contribution to/(from):				
	General Fund Balances	-2,611	-2,611	-2,611	199,159
	Amount to be met from Government Grants & Local Tax Payers	9,586,089	9,586,089	9,586,089	10,438,834
	Transfers to / from (-)Collection Fund	-98,747	-98,747	-98,747	-62,640
	Transfers to / from (-)Collection Fund - NNDR	80,350	80,350	80,350	66,184
	Revenue Support Grant	-636,596	-636,596	-636,596	-372,528
	Retained Business Rates	-3,415,548	-3,415,548	-3,415,548	-3,870,586
	New Homes Bonus	-1,600,000	-1,600,000	-1,600,000	-1,599,061
	NHB in excess of £1.6m in base				-500,000
	Rural Funding S31 Grant	-101,878	-101,878	-101,878	-126,956
	Less: Grant to Parishes (Council Tax Support)	88,000	88,000	88,000	77,610
	Net Requirement	3,901,670	3,901,670	3,901,670	4,050,857
	Taxbase	42,580.71	42,580.71	42,580.71	42,920.71
	Council Tax (at Band D)	£91.63	£91.63	£91.63	£94.38

Capital Programme - 2017/18 to 2022/23

Scheme	Original Budget	Slippage from 2016/17	New sch./ Adjustments	Total Budget 17/18	2018/19	2019/20	2020/21	2021/22	2022/23	Total future (5) years £
Parish Council Loans Scheme	600,000			600,000	100,000	100,000	78,000			278,000
IT Provision - Systems & Strategy	100,000	7,037		107,037	100,000	100,000	100,000	100,000	100,000	500,000
Deployment of High Speed Broadband	1,550,000	50,000	-1,600,000	0	1,600,000	1,600,000				3,200,000
Financial Management System (Agresso)		21,100		21,100						0
Income Management System		20,400		20,400						0
CRM (BICS)		29,200		29,200						0
Council Buildings Maintenance Programme	200,000			200,000	200,000	200,000	200,000	200,000	200,000	1,000,000
Housing System		17,339		17,339						0
IT Equipment - PCs, Copiers etc	40,000	39,778		79,778	40,000	40,000	40,000	40,000	40,000	200,000
iWorld Revenues & Benefits		161,000		161,000						0
Improvement Grants/Disabled Facilities Grants	567,000			567,000	606,800	606,800	606,800	606,800	606,800	3,034,000
Vehicle & Plant Renewal	100,000	344,000		444,000	100,000	100,000	100,000	100,000	100,000	300,000
Flood Prevention Works		103,400		103,400						0
Community Grants Fund	200,000	373,512		573,512	200,000	200,000	200,000	200,000	200,000	1,000,000
NE Carterton - Public Art Phase 3		5,300		5,300						0
Marriotts Close - Public Artworks		3,800		3,800						0
Abbeycare - Public Art		25,371		25,371						0
Monahan Way Pavilion Improvements		8,000		8,000						0
Improvements to Market Square Witney (S.106)		5,278		5,278						0
Environmental Services depot site	2,500,000		-2,350,000	150,000					2,350,000	2,350,000
Waste and Recycling Vehicles	3,529,300			3,529,300						0
Waste and recycling containers	916,600			916,600						0
Mortgage support scheme	500,000			500,000						0
Affordable Housing		300,000		300,000						0
Land At New Road Kingham		23,700		23,700						0
Witney ATP refurbishment project			344,000	344,000	960,000	5,000,000	1,400,000			7,360,000
Carterton Leisure Centre Phase 2				0	250,000					250,000
Electric vehicle recharging points										
	10,802,900	1,538,215	-3,606,000	8,735,115	4,056,800	7,846,800	2,724,800	1,246,800	3,596,800	19,472,000

Capital Programme - 2017/18 to 2022/23

Financing	Original Budget	Slippage from 2016/17	New sch./ Adjustments	Total Budget 2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	Total future (5) years £
Revenue Contributions	540,000	420,327		960,327	540,000	540,000	540,000	540,000	540,000	2,700,000
Earmarked Reserves	1,550,000	50,000	-1,600,000	0		1,600,000				1,600,000
External Contributions:										
Environment Agency		103,400		103,400	1,600,000					0
Broadband contribution (50% external contribution)										0
PDG		17,339		17,339						0
S106 contributions		39,749	6,389	46,138						0
MOD/RAF Fund/Royal British Legion/ SFAFFAWREN		8,000		8,000						0
Football Foundation Grant (toward Witney ATP)			212,000	212,000						0
External Borrowing	6,945,900		-2,350,000	4,595,500	960,000	5,000,000	1,400,000		2,350,000	9,710,000
Capital Grants										
OCC Better Care Funding (for DFGs)	567,000			567,000	606,800	606,800	606,800	606,800	606,800	3,034,000
Capital Receipts										
Affordable Housing - Capital Receipts	500,000	300,000		800,000						0
Capital Receipts	700,000	599,400	125,611	1,425,011	350,000	100,000	178,000	100,000	100,000	828,000
	10,802,900	1,538,215	-3,606,000	8,735,115	4,056,800	7,846,800	2,724,800	1,246,800	3,586,800	19,472,000

Setting the Prudential Indicators

Total Capital Expenditure

	2018/19 £ million	2019/20 £ million	2020/21 £ million
Planned Capital Expenditure	4.057	7.847	2.325
Capital Expenditure Funded	3.097	2.847	1.325

Operational Boundary

	2018/19 £ million	2019/20 £ million	2020/21 £ million
Operational Boundary	4.5	4.5	4.5

Authorised Limit

	2018/19 £ million	2019/20 £ million	2020/21 £ million
Authorised Limit	25	25	25

Proportion of financing costs to net revenue stream

	2018/19 £ million	2019/20 £ million	2020/21 £ million
Proportion of financing costs to net revenue stream	0.764:10.8	0.792:10.1	0.942:9.9

Borrowing Net of Treasury Management Investments

	2018/19 £ million	2019/20 £ million	2020/21 £ million
Borrowing Requirement (cumulative)	10.4	15.4	16.4
Treasury management investments	35.5	35.5	36.5
Borrowing	0	0	0
Net investments	25.1	20.1	20.1

Others (can be delegated to Committee) Local Indicators can be set to reflect local circumstances

No local indicators are recommended.

Report of the Group Manager GO Shared Services on the Robustness of the Budget Estimates; Adequacy of the Council's Reserves and Risk

Introduction

Section 25 of the Local Government Act 2003 places a duty on the Chief Financial Officer (Group Manager GO Shared Services) to make a report to the Council on the robustness of the budget estimates and the adequacy of the Council's reserves. The Council must have regard to this report when making its decisions about budgets and council tax for the forthcoming year.

Robustness of Budget Estimates

The Council's financial position over the medium term has improved since last year due primarily to the savings to be achieved through the letting of a new contract for leisure services. Capital investment in leisure services is forecast to generate a significant new income stream to the benefit of the Council.

The medium term financial strategy had identified significant on-going falls in government funding requiring the Council to continue its programme of efficiency savings to enable it to continue to deliver a strategy of limiting changes to frontline services. While a considerable amount of uncertainty remains on government funding post 2020/21, the Council's efficiency programme has put it in a good position to manage the forecast loss of government income.

The budget for 2018/19 includes cuts to Revenue Support Grant (RSG) of £0.26 million with New Homes Bonus credited to the revenue account to support the revenue budget.

The business rates growth retention scheme has improved the revenue stream of the Council significantly in recent years but there remain a number of significant risks with the scheme. In addition to the significant appeals relating to the 2010 list which could give rise to refunds of up to seven years of rates the new rating list which has given rise to an increase of rateable values of 16% on average will undoubtedly lead to further significant appeals. The Council will also face a funding cliff edge in 2020 when a reset of the system will reduce the benefits seen since the scheme was introduced.

The domestic economy has remained relatively robust since the surprise outcome of the 2016 referendum, but there are indications that uncertainty over the future is now weighing on growth. Transitional arrangements may prevent a cliff-edge, but will also extend the period of uncertainty for several years. Economic growth is therefore forecast to remain sluggish throughout 2018/19.

Consumer price inflation reached 3.1% in November 2017 as the post-referendum devaluation of sterling continued to feed through to imports. Unemployment continued to fall and the Bank of England's Monetary Policy Committee judged that the extent of spare capacity in the economy seemed limited and the pace at which the economy can grow without generating inflationary pressure had fallen over recent years. With its inflation-control mandate in mind, the Bank of England's Monetary Policy Committee raised official interest rates to 0.5% in November 2017.

The Council's budget estimates have been prepared by appropriately qualified and experienced staff in consultation with service heads and other budget managers. Budgets have been through a process of Scrutiny through the Council's Overview and Scrutiny Committees.

Inflation of 2% has been allowed for the staff pay award for the year from 1 April 2018.

Efficiency savings continue to be achieved and by the end of 2017/18 some £3.9m will have been realised since April 2008. A further level of over £0.4m is included in the 2018/19 budget

and robust plans are in place to achieve these targets through the transformation programme, managed by Publica, the leisure contract and increased rental income from the Council's investment properties.

Fees and charges have been uplifted generally by 2%, in line with RPI inflation levels except where it is deemed that the market cannot bear such an increase or there has been a fundamental review of charging practice.

Investment income remains an area of significant financial risk, despite the Bank of England increasing rates to 0.5%. The income from investments is projected to be just around £0.6 million in 2018/19, based on an average balance of £39.5 million at an interest rate of 1.55%. Prudent assumptions about cash flow have been made and the advice of the Council's fund / cash managers and other advisors has been taken into account in determining the average rate of return. Base rates are expected to be maintained at this low level for a further significant period of time.

Capital projects in the 2018/19 programme total around £4 million and the financial strategy now finances the underlying elements of the capital programme from revenue to provide a sustainable financial strategy.

A number of capital budgets are in respect of grants or contributions to other bodies and as such the extent of the activity will be limited by the budget available, the timing of any such applications and the consequent take up of the monies. The programme will be monitored closely during the year, along with Council projects which will slip from the current financial year, initially by the Capital Working Group and Corporate Management Team and Cabinet through the quarterly budget monitoring reports.

The Council has adopted a robust Risk Management Strategy. Significant financial risks, such as treasury management, have already been identified and will be managed appropriately. A corporate risk assessment covering a range of financial and non-financial risks has been carried out and the results will form part of the Council's new Corporate Plan. The corporate risk register is reviewed regularly by Cabinet.

The major risk looking forward in respect of the financial position of the Council arises from the outcome of the continued risks on New Homes Bonus, business rates appeals and the outcome of the Fairer Funding Review in 2020/21. These represent very significant risks to the Council's future financial sustainability. However, the Council is in a good financial position to manage these financial changes over the medium term.

I can confirm that the budget estimates as presented are both prudent and robust.

Adequacy of the Council's Reserves

The Chartered Institute of Public Finance and Accountancy (CIPFA) have issued guidance on local authority reserves and balances. It sets out three main purposes for which reserves are held:

1. A working balance to help cushion the impact of uneven cash flows and avoid unnecessary temporary borrowing
2. A contingency to cushion the impact of unexpected events or emergencies
3. A means of building up funds to meet known or predicted liabilities, known as earmarked reserves

The Council held general fund revenue balances of £11.753 million on 1 April 2017. These are planned to be maintained during 2017/18. I have determined that the minimum reserves position is £5m under the current economic outlook with significant risks remaining to revenue streams and grant levels in future years.

A revision of the Medium Term Financial Strategy is currently being concluded which sees the Council in a relatively positive position post 2020 when its significant savings are due to be delivered through the new leisure contract. The underlying position of the Council's finances is stronger than in recent years due to the efficiency savings being delivered.

I can therefore confirm that the level of reserves is currently adequate however longer term projections require targets in the Medium Term Financial Strategy to be delivered some of the plans for which, at this stage, remain undefined.

Risk

Risk is apparent in the budget process in a number of ways. The risk of the robustness of budget estimates and the adequacy of reserves has been considered in detail above. However there also exists a risk in terms of the level of variable income flows in respect of Council Tax, Business Rates and New Homes Bonus.

Council Tax Capping

Council Tax capping has been replaced in the Localism Act by the requirement for Local Referenda if a tax rise is deemed excessive.

The Secretary of State has indicated a 3% rise or £5 is the referendum limit for a Council in the position of West Oxfordshire. Consequently, anything above those parameters will be deemed as 'excessive.'

Collection Fund Risk

The Council's Taxbase, including adjustments for the new Council Tax Support scheme and new discount / exemptions introduced in 2013/14, has decreased over the last year by 1.0%.

This, together with continued good collection rates (which continue to reach in excess of 99%), has led the Council to be in a surplus position in respect of the Collection Fund.

Further growth of 2% in the Tax base is anticipated in future years through the Financial Strategy.

Business Rates Risk

The new local government finance regime brings in additional risk of variable cash flows for the Council as it becomes a direct recipient of some of the Business Rates income rather than working under an agency type arrangement as previously. Under the new regime the Council will see benefit if business rates income increases but also potential risks if it falls.

The key risk to the Council remains in relation to losses on appeal from the 2010 rating list. The level of appeals, and therefore this risk, is measured on a monthly basis.

In 2014/15 the Council entered a business rates pool with Oxfordshire County Council and Cherwell District Council – this will potentially increase both the risks and rewards available from the business rates scheme but officers believe the risks remain manageable at this stage given the predicted rates income flows.

New Homes Bonus Risk

Under the new local government finance regime the New Homes Bonus plays a key role with all the funds being top sliced out of the former grant settlement. To access this new revenue stream the Council has to have new homes built within its boundaries. A premium is also payable for affordable completions.

Our estimate in the 18/19 budget is based upon figures approved by DCLG and they are therefore sound. The Medium Term Financial Strategy includes the impact of changes introduced to New Homes Bonus from 2017/18. A risk remains in respect of New Homes

Bonus for sites that are delivered after gaining permission on appeal which would further reduce New Homes Bonus.

Income Risk

The Council raises in excess of £4 million in income from fees and charges. However, in preparing the budgets for 2018/19 prudent income assumptions have been made in light of the variability of some of these key income streams.

Seven of the most significant areas are:

Planning – Development Control	£1,258,800
Recycling and Bulky Waste	£ 812,100
Green Waste	£ 895,000
Trade Waste Collection	£ 730,800
Building Control	£ 404,000
Land Charges	£ 213,300
Licensing	£ 232,800

The Council, having embarked on a series of Commercial Property acquisitions, faces an increased risk from void periods of occupation between leases. Total forecast income from commercial property (excluding small industrial units) is around £3.8 million in 2018/19.

Expenditure Risk

Key budgets where risk persists relate to areas of expenditure that the Council has no direct control over either the take up or the cost of the service. The only areas of concern in respect of this relate to fuel costs and Council Tax Support (which is currently on a downward trajectory).

Jenny Poole CPFA 19 February 2018

Pay Policy Statement – West Oxfordshire District Council 2018/19

1.0 Background

1.1 This statement is intended to meet the requirements of:

- s 38 (1) of the Localism Act 2011 which requires the Council to approve a Pay Policy Statement annually prior to the commencement of the financial year;
- the Council's obligations under the associated statutory guidance set out in the Openness and Accountability in Local Pay: Guidance under section 40 of the Localism Act (February 2012) together with the Local Government Transparency Code 2015.

2.0 Scope of this Policy Statement

2.1 To avoid confusion and provide transparency this statement will only apply to all officers that are employees of the Council although a number of officers hold dual employment contracts with Publica (a Council owned service company).

2.2 Details of senior staff pay at Publica can be found within their statement of accounts.

2.2 The current statement sets out the following elements:

- pay for each of the in scope officers;
- remuneration of lowest paid officer;
- the pay relationship between the highest paid Officers and other officers;
- performance related pay and bonuses, termination payments, transparency;
- other aspects of remuneration.

3.0 Officers covered by the Policy Statement

3.1 Below is a list of those Officers covered by the Policy Statement:

- Head of Democratic Services (Monitoring Officer)
- Group Manager GO Shared Services (s 151 officer)*
- Head of Planning & Strategic Housing (Head of Paid Service)
- Other officers of the Council

*Officer shared with and employed by Cotswold District Council..

3.2 Officers not covered by this statement include officers who are wholly or primarily employed by Publica and who retain dual employment contracts to deliver statutory elements of their roles such as Parking Appeal decisions or delegated planning decisions which require an employment relationship with the Council.

4.0 General Statements

4.1 The Council has a range of Human Resources Policies that apply equally to all officers across the Council from the highest paid to the lowest paid. These policies cover a wide range of Human Resources issues including annual leave arrangements and sickness arrangements.

4.2 As part of the formation of Publica the Council has determined that directly employed staff should in future adopt similar policies as the Publica employees in the interests of fairness and equity.

5.0 Policy on Remuneration of Senior Officers

5.1 The policy for the year 2018/19 is to maintain the level of pay in the same bands as the current year subject to any cost of living award that may be agreed nationally.

Heads of Service Two grades – M and N

M - £49,364 - £52,541 pay band made up of x 4 pay points

N - £53,259- £57,155 pay band made up of x 4 pay points

(Plus local supplements as appropriate)

Group Managers – Fixed point salary - £75,750 (inclusive of all local supplements) (subject to pay award)

5.2 Other factors relating to pay:

- Officers are generally placed upon the bottom pay point on appointment, but this can be varied by the approval of the appropriate appointments panel.
- A joint working supplement may be payable unless it has been incorporated into the job evaluation assessment.
- Incremental increases within the pay band are made annually and can be accelerated or withheld based upon outstanding or poor performance respectively.
- Once top of the band is reached no further Increases are available.
- No performance related pay exists for any Senior Officer.
- No bonuses are available for any Senior Officer.
- Termination benefits payable will be in line with that available to all other officers as set out In the Redundancy and Retirement Policies in line with Employment Rights Act tables.
- Full Council will retain the decision to make any new appointment of an officer where the pay (incorporating ail payments and benefits in kind) exceeds £100,000.
- Full Council will retain the decision to approve any severance payments where the compensation payments exceed £100,000.

5.3 The details of the payments in respect of these senior officers are set out in the Transparency page of the Councils website at: www.westoxon.gov.uk

5.4 None of the Senior Officers are entitled to receive overtime payments for time worked beyond the contracted hours and out of ordinary working hours.

5.5 The Returning Officer for election purposes also receives a payment for the statutory duties undertaken by virtue of the specific, additional appointment to that role in addition to other responsibilities. For national elections and referenda the amount is set and is payable by the government. For District and Town/Parish Council elections, the fees are payable by the District Council in accordance with an approved scale.

6.0 Tax Avoidance

6.1 The Council does not and will not employ senior managers in permanent positions via service companies that could be construed as avoiding tax and national insurance contributions. From time to time the Council may employ individuals via service companies to cover interim or short term project roles.

However, the Council will comply with its responsibilities regarding the application of HMRC regulations on payments made to personal service companies (known as IR35) by applying income tax and national insurance deductions to the payment.

7.0 Relationship with Other Officers' Pay

- 7.1 Pay across the Council is determined by reference to the Job Evaluation scheme in place across the Council which determines the relative differences in pay between jobs based upon a range of factors.
- 7.2 All posts are evaluated using the West Oxfordshire District Council Job Evaluation Scheme (Genesys HR Solutions). Group Manager posts within the Partnership are evaluated by Hay (Public Sector market excluding London) and have a spot salary of £75,750 inclusive of all local supplements.
- 7.3 A full list of grades and associated spinal column pay points is attached to this policy.
- 7.4 A salary supplement / leased car benefit is payable on grades H and above except for Partnership posts where the pay grade is all inclusive. Any leased car provided for inclusive salary grades will require a sacrifice of salary.
- 7.5 For employees on grade F and above membership is available to a private health scheme with contributions paid by the Council up to a maximum budget with the excess being paid by employees – this is a taxable benefit. This is now a closed scheme and not available to new employees.
- 7.6 For employees on grades A to E overtime is payable at premium rates for hours worked above the basic 37 hours per week. Overtime for staff paid above these grades is only payable in exceptional circumstances and after senior management approval.
- 7.7 For employees that work for more than one Council (shared officers) then a shared working supplement may be payable based on Joint Working Protocols.
- 7.8 Where these shared posts/lead employer arrangements are agreed and set in place, the costs of any role are appropriately apportioned and recharged via the employment/secondment/management agreement. Such roles, where the Council is the employer, are evaluated according to the Council's existing job evaluation scheme.

8. Market Forces Supplement

- 8.1 The Council is committed to the principles of single status employment and seeks to ensure employees receive equal pay for work of equal value.
- 8.2 In professions where there is a particular skills shortage, as a temporary arrangement, it may be necessary to consider a market supplement to attract high quality applicants. The level and duration of premium will be determined by reference to a combination of national comparators, local conditions, recruitment difficulties, inflation and whether the post has recently been advertised and the process has been unsuccessful.

9. Lowest Paid Employees

- 9.1 Lowest paid employees of the Council are defined as those employees (excluding Apprentices) who are in a full time or part time role, who are above the age of 21.
- 9.2 For pay comparison purposes the top of pay grade will always be used.

9.3 The pay differential between the highest paid officer and the median officer is set out below:

Highest	£ 75,750*
Median Employee	£ 52,541
Multiple	1.44

*Note – this is a joint post and employed by Cotswold DC

9.4 Other than incremental progression through the pay grade of a post the Council does not operate performance related pay for any staff including Chief Officers.

9.5 Details of senior management pay bands and the senior management organisation chart are available at:

<http://www.westoxon.gov.uk/media/1705755/Senior-Management-Structure-West-Oxfordshire-District-Council-November-2017.pdf>

10 Pay Protection

10.1 The Council seeks to ensure that all employees receive equal pay for work of equal value. To be consistent with equal pay principles the Council's protection arrangements will not create the potential for pay inequalities (e.g. open-ended protection).

10.2 There may be times when the grade for an individual's role changes for reasons unrelated to their performance e.g. restructures. In such cases the protection arrangements outlined will apply for 3 years from the date of the change.

11 Severance Payments

11.1 The Council has a consistent method of calculating severance payments which it applies to all employees without differentiation. The payment is intended to recompense employees for the loss of their livelihood and provide financial support whilst they seek alternative employment.

11.2 In line with the statutory redundancy payment scheme, the Council calculates redundancy severance payments using the following calculation. The calculation is based on an employee's age and length of continuous local government service (please note that employees must have a minimum of 2 years' continuous service to qualify for a redundancy payment) the multiplier for the number of weeks is then applied to the employee's actual weekly earnings.

11.3 The amount of redundancy pay will be calculated as:

- 0.5 weeks pay for each full year of service where age at time of redundancy is less than 22 years of age;
- 1 weeks pay for each full year of service where age at time of redundancy is 22 years of age or above, but less than 41 years of age;
- 1.5 weeks pay for each full year of service where age at time of redundancy is 41+ years of age.

11.4 The maximum number of service years taken into account is 20. The maximum number of weeks pay is 30 for anyone aged 61 years of age or older with 20 years or more service.

12 Honorarium Payments

12.1 Payment of honoraria is a method by which the Authority may reward an employee

who has temporarily undertaken the duties and responsibilities of a higher graded post, or who has worked excessive hours whilst not being entitled to overtime payments.

13 The Real Living Wage

13.1 The Council and Publica are committed to paying the Real Living Wage. The Real Living Wage rate from 1st April 2018 is:

- £8.75 per hour across UK (except London - £10.75) for workers 18 years and older.

13.2 The Real Living Wage is a voluntary and is independently-calculated based on what people need to get by. The Government encourages all employers that can afford to do so to ensure their employees earn a wage that meets the costs of living, not just the government minimum.

13.3 For Council employees whose substantive post is less than the Real Living Wage they will automatically receive the rate set out in 14.1 above.

14. Other pay and conditions in operation, are as follows:

- Stand by and call out payments;
- Long Service Award;
- Childcare Vouchers Salary Sacrifice Scheme;

15 The Local Government Pension Scheme (LGPS)

15.1 The LGPS provides for the exercise of discretion that allow for retirement benefits to be enhanced. The Council will consider each case on its merits but has determined that it does not normally enhance pension benefits for any of its employees, nor does it operate any discretions under the Local Government (Discretionary Payments) (injury Allowances) Regulations 2011.

15.2 Further information regarding the Oxfordshire County Pension Scheme pensions administering body for the Council can be found at:
<https://www.oxfordshire.gov.uk/cms/public-site/pensions>

WODC PAY SCALE APRIL 2017

Grade	SCP	2017 Salary	2017 Hourly
A	Living Wage	13	16302 8.75
		14	16499 8.55
B	Living Wage	15	16778 8.70
		16	17074 8.85
		17	17427 9.03
		18	17775 9.21
C	Living Wage	19	18070 9.37
		20	18745 9.72
		21	19431 10.07
		22	20139 10.44
D	Living Wage	23	20660 10.71
		24	21268 11.02
		25	21963 11.38
		26	22658 11.74
		27	23398 12.13
		28	24174 12.53
		29	24964 12.94
E	Living Wage	30	25951 13.45
		31	26821 13.90
		32	27668 14.34
		33	28485 14.76
		34	29324 15.20
F	Living Wage	35	30153 15.63
		36	30785 15.96
		37	31601 16.38
G	Living Wage	38	32485 16.84
		39	33436 17.33
H	Living Wage	40	34538 17.90
		41	35444 18.37
		42	36379 18.86
I	Living Wage	43	37307 19.34
		44	38236 19.82
		45	39177 20.31
J	Living Wage	46	40057 20.76
		47	41024 21.26
		48	41966 21.75
K	Living Wage	49	42899 22.24
		50	43820 22.71

Service Managers	2017 Salary
258	49364
259	50422
260	51486
261	52541
SMN	431
	53259
	432
	54558
	433
	55857
	434
	57155

Group Managers		
(includes any benefits)		
GM	1	75750

Leased Car Allowance	
Amount	Grade
£2,999	H
£3,999	I/J
£4,998	K
£5,284	L/M/N
£6,083	CO

UPDATED December 2017 - SG/PM

	SCHEDULE I
PARISH/TOWN COUNCIL TAX BASES - 2018/19	
PARISH	TAX BASE
ALVESCOT	202.98
ASCOTT-UNDER-WYCHWOOD	252.31
ASTHAL	156.41
ASTON,COTE,SHIFFORD & CHIMNEY	533.78
BAMPTON	1,143.94
BLACK BOURTON	125.88
BLADON	393.37
BLENHEIM	24.85
BRIZE NORTON	359.71
BROADWELL	71.10
BRUERN	35.59
BURFORD TOWN COUNCIL	717.55
CARTERTON TOWN COUNCIL	5,183.28
CASSINGTON	322.22
CHADLINGTON	380.87
CHARLBURY TOWN COUNCIL	1,302.50
CHASTLETON	63.35
CHILSON	53.48
CHIPPING NORTON TOWN COUNCIL	2,609.60
CHURCHILL & SARSDEN	330.67
CLANFIELD	360.31
COMBE	333.00
CORNBURY & WYCHWOOD	29.03
CORNWELL	27.85
CRAWLEY	78.61
CURBRIDGE & LEW	226.62
DUCKLINGTON	617.48
ENSTONE	572.64
EYNSHAM	1,953.34
FAWLER	47.06
FIFIELD	109.76
FILKINS & BROUGHTON	223.34
FINSTOCK	287.95
FREELAND	681.84
FULBROOK	245.95
GLYMPTON	42.77
GRAFTON & RADCOT	31.00
GREAT TEW	91.84
HAILEY	494.00
HANBOROUGH	1,102.61
HARDWICK WITH YELFORD	55.11

	SCHEDULE I
PARISH/TOWN COUNCIL TAX BASES - 2018/19	
PARISH	TAX BASE
HEYTHROP	68.14
HOLWELL	26.27
IDBURY	75.44
KELMSCOTT	43.10
KENCOT	63.48
KIDDINGTON WITH ASTERLEIGH	50.98
KINGHAM	388.93
LANGFORD	154.66
LEAFIELD	362.87
LITTLE FARINGDON	42.82
LITTLE TEW	99.89
LYNEHAM	90.91
MILTON-UNDER-WYCHWOOD	732.04
MINSTER LOVELL	607.24
NORTH LEIGH	805.27
NORTHMOOR	164.98
OVER NORTON	200.02
RAMSDEN	181.82
ROLLRIGHT	244.95
ROUSHAM	27.45
SALFORD	132.05
SANDFORD ST MARTIN	151.44
SHILTON	287.76
SHIPTON-UNDER-WYCHWOOD	645.60
SOUTH LEIGH	169.87
SPELSBURY	154.39
STANDLAKE	670.93
STANTON HARCOURT	420.91
STEEPLE BARTON	580.58
STONESFIELD	683.64
SWERFORD	89.03
SWINBROOK & WIDFORD	96.21
TACKLEY	409.33
TAYNTON	78.06
WESTCOT BARTON	85.06
WESTWELL	47.83
WITNEY TOWN COUNCIL	10,042.47
WOODSTOCK	1,542.30
WOOTTON	276.17
WORTON	50.27
TOTAL	42,920.71

BASIC AMOUNTS OF COUNCIL TAX 2018/19

PARISH	PRECEPT £	BAND D COUNCIL TAX		TOTAL BAND D COUNCIL TAX
		PARISHES	DISTRICT	£ p
		£ p	£ p	
ALVESCOT	12,776	62.94	94.38	157.32
ASCOTT-UNDER-WYCHWOOD	22,102	87.60	94.38	181.98
ASTHAL	3,278	20.96	94.38	115.34
ASTON,COTE,SHIFFORD & CHIMNEY	26,026	48.76	94.38	143.14
BAMPTON	114,899	100.44	94.38	194.82
BLACK BOURTON	7,965	63.27	94.38	157.65
BLADON	32,713	83.16	94.38	177.54
BLENHEIM	0	0.00	94.38	94.38
BRIZE NORTON	19,624	54.56	94.38	148.94
BROADWELL	496	6.98	94.38	101.36
BRUERN	0	0.00	94.38	94.38
BURFORD TOWN COUNCIL	70,690	98.52	94.38	192.90
CARTERTON TOWN COUNCIL	517,399	99.82	94.38	194.20
CASSINGTON	12,413	38.52	94.38	132.90
CHADLINGTON	15,034	39.47	94.38	133.85
CHARLBURY TOWN COUNCIL	97,730	75.03	94.38	169.41
CHASTLETON	0	0.00	94.38	94.38
CHILSON	298	5.57	94.38	99.95
CHIPPING NORTON TOWN COUNCIL	280,541	107.50	94.38	201.88
CHURCHILL & SARSDEN	26,487	80.10	94.38	174.48
CLANFIELD	17,932	49.77	94.38	144.15
COMBE	13,569	40.75	94.38	135.13
CORNBURY & WYCHWOOD	0	0.00	94.38	94.38
CORNWELL	0	0.00	94.38	94.38
CRAWLEY	1,753	22.30	94.38	116.68
CURBRIDGE & LEW	11,720	51.72	94.38	146.10
DUCKLINGTON	29,621	47.97	94.38	142.35
ENSTONE	24,803	43.31	94.38	137.69
EYNSHAM	96,796	49.55	94.38	143.93
FAWLER	0	0.00	94.38	94.38
FIFIELD	6,450	58.76	94.38	153.14
FILKINS & BROUGHTON	15,500	69.40	94.38	163.78
FINSTOCK	19,119	66.40	94.38	160.78
FREELAND	59,356	87.05	94.38	181.43
FULBROOK	4,423	17.98	94.38	112.36
GLYMPTON	0	0.00	94.38	94.38
GRAFTON & RADCOT	0	0.00	94.38	94.38
GREAT TEW	148	1.61	94.38	95.99
HAILEY	25,581	51.78	94.38	146.16
HANBOROUGH	77,028	69.86	94.38	164.24
HARDWICK WITH YELFORD	0	0.00	94.38	94.38
HEYTHROP	1,191	17.48	94.38	111.86
HOLWELL	0	0.00	94.38	94.38
IDBURY	700	9.28	94.38	103.66
KELMSCOTT	0	0.00	94.38	94.38
KENCOT	0	0.00	94.38	94.38
KIDDINGTON WITH ASTERLEIGH	0	0.00	94.38	94.38
KINGHAM	19,832	50.99	94.38	145.37

BASIC AMOUNTS OF COUNCIL TAX 2018/19

PARISH	PRECEPT £	BAND D COUNCIL TAX		TOTAL BAND D COUNCIL TAX £ p
		PARISHES	DISTRICT	
		£ p	£ p	
LANGFORD	6,330	40.93	94.38	135.31
LEAFIELD	39,867	109.87	94.38	204.25
LITTLE FARINGDON	0	0.00	94.38	94.38
LITTLE TEW	0	0.00	94.38	94.38
LYNEHAM	0	0.00	94.38	94.38
MILTON-UNDER-WYCHWOOD	48,676	66.49	94.38	160.87
MINSTER LOVELL	31,687	52.18	94.38	146.56
NORTH LEIGH	37,313	46.34	94.38	140.72
NORTHMOOR	3,785	22.94	94.38	117.32
OVER NORTON	19,314	96.56	94.38	190.94
RAMSDEN	14,275	78.51	94.38	172.89
ROLLRIGHT	10,511	42.91	94.38	137.29
ROUSHAM	0	0.00	94.38	94.38
SALFORD	6,620	50.13	94.38	144.51
SANDFORD ST MARTIN	7,792	51.45	94.38	145.83
SHILTON	10,943	38.03	94.38	132.41
SHIPTON-UNDER-WYCHWOOD	34,497	53.43	94.38	147.81
SOUTH LEIGH	6,985	41.12	94.38	135.50
SPELSBURY	7,149	46.30	94.38	140.68
STANDLAKE	24,621	36.70	94.38	131.08
STANTON HARCOURT	18,709	44.45	94.38	138.83
STEEPLE BARTON	15,658	26.97	94.38	121.35
STONESFIELD	27,159	39.73	94.38	134.11
SWERFORD	2,088	23.45	94.38	117.83
SWINBROOK & WIDFORD	1,590	16.53	94.38	110.91
TACKLEY	22,104	54.00	94.38	148.38
TAYNTON	4,980	63.80	94.38	158.18
WESTCOT BARTON	498	5.85	94.38	100.23
WESTWELL	0	0.00	94.38	94.38
WITNEY TOWN COUNCIL	1,381,937	137.61	94.38	231.99
WOODSTOCK	98,477	63.85	94.38	158.23
WOOTTON	8,093	29.30	94.38	123.68
WORTON	0	0.00	94.38	94.38
AVERAGE COUNCIL TAX LEVY		83.35	94.38	177.73
TOTAL PRECEPTS	3,577,651			

AMOUNTS OF COUNCIL TAX 2018/2019 - DISTRICT COUNCIL AND PARISHES

PARISH	BASIC AMOUNT OF COUNCIL TAX			BANDINGS							
	WODC	PARISHES	TOTAL	A	B	C	D	E	F	G	H
	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p
ALVESCOT	94.38	62.94	157.32	104.88	122.36	139.84	157.32	192.28	227.24	262.20	314.64
ASCOTT-UNDER-WYCHWOOD	94.38	87.60	181.98	121.32	141.54	161.76	181.98	222.42	262.86	303.30	363.96
ASTHAL	94.38	20.96	115.34	76.89	89.71	102.52	115.34	140.97	166.60	192.23	230.68
ASTON,COTE,SHIFFORD & CHIMNEY	94.38	48.76	143.14	95.43	111.33	127.24	143.14	174.95	206.76	238.57	286.28
BAMPTON	94.38	100.44	194.82	129.88	151.53	173.17	194.82	238.11	281.41	324.70	389.64
BLACK BOURTON	94.38	63.27	157.65	105.10	122.62	140.13	157.65	192.68	227.72	262.75	315.30
BLADON	94.38	83.16	177.54	118.36	138.09	157.81	177.54	216.99	256.45	295.90	355.08
BLENHEIM	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
BRIZE NORTON	94.38	54.56	148.94	99.29	115.84	132.39	148.94	182.04	215.14	248.23	297.88
BROADWELL	94.38	6.98	101.36	67.57	78.84	90.10	101.36	123.88	146.41	168.93	202.72
BRUERN	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
BURFORD TOWN COUNCIL	94.38	98.52	192.90	128.60	150.03	171.47	192.90	235.77	278.63	321.50	385.80
CARTERTON TOWN COUNCIL	94.38	99.82	194.20	129.47	151.04	172.62	194.20	237.36	280.51	323.67	388.40
CASSINGTON	94.38	38.52	132.90	88.60	103.37	118.13	132.90	162.43	191.97	221.50	265.80
CHADLINGTON	94.38	39.47	133.85	89.23	104.11	118.98	133.85	163.59	193.34	223.08	267.70
CHARLBURY TOWN COUNCIL	94.38	75.03	169.41	112.94	131.76	150.59	169.41	207.06	244.70	282.35	338.82
CHASTLETON	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
CHILSON	94.38	5.57	99.95	66.63	77.74	88.84	99.95	122.16	144.37	166.58	199.90
CHIPPING NORTON TOWN COUNCIL	94.38	107.50	201.88	134.59	157.02	179.45	201.88	246.74	291.60	336.47	403.76
CHURCHILL & SARSDEN	94.38	80.10	174.48	116.32	135.71	155.09	174.48	213.25	252.03	290.80	348.96
CLANFIELD	94.38	49.77	144.15	96.10	112.12	128.13	144.15	176.18	208.22	240.25	288.30
COMBE	94.38	40.75	135.13	90.09	105.10	120.12	135.13	165.16	195.19	225.22	270.26
CORNBURY & WYCHWOOD	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
CORNWELL	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
CRAWLEY	94.38	22.30	116.68	77.79	90.75	103.72	116.68	142.61	168.54	194.47	233.36
CURBRIDGE & LEW	94.38	51.72	146.10	97.40	113.63	129.87	146.10	178.57	211.03	243.50	292.20
DUCKLINGTON	94.38	47.97	142.35	94.90	110.72	126.53	142.35	173.98	205.62	237.25	284.70
ENSTONE	94.38	43.31	137.69	91.79	107.09	122.39	137.69	168.29	198.89	229.48	275.38
EYNSHAM	94.38	49.55	143.93	95.95	111.95	127.94	143.93	175.91	207.90	239.88	287.86
FAWLER	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
FIFIELD	94.38	58.76	153.14	102.09	119.11	136.12	153.14	187.17	221.20	255.23	306.28
FILKINS & BROUGHTON	94.38	69.40	163.78	109.19	127.38	145.58	163.78	200.18	236.57	272.97	327.56

AMOUNTS OF COUNCIL TAX 2018/2019 - DISTRICT COUNCIL AND PARISHES

PARISH	BASIC AMOUNT OF COUNCIL TAX			BANDINGS							
	WODC	PARISHES	TOTAL	A	B	C	D	E	F	G	H
	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p
FINSTOCK	94.38	66.40	160.78	107.19	125.05	142.92	160.78	196.51	232.24	267.97	321.56
FREELAND	94.38	87.05	181.43	120.95	141.11	161.27	181.43	221.75	262.07	302.38	362.86
FULBROOK	94.38	17.98	112.36	74.91	87.39	99.88	112.36	137.33	162.30	187.27	224.72
GLYMPTON	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
GRAFTON & RADCOT	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
GREAT TEW	94.38	1.61	95.99	63.99	74.66	85.32	95.99	117.32	138.65	159.98	191.98
HAILEY	94.38	51.78	146.16	97.44	113.68	129.92	146.16	178.64	211.12	243.60	292.32
HANBOROUGH	94.38	69.86	164.24	109.49	127.74	145.99	164.24	200.74	237.24	273.73	328.48
HARDWICK WITH YELFORD	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
HEYTHROP	94.38	17.48	111.86	74.57	87.00	99.43	111.86	136.72	161.58	186.43	223.72
HOLWELL	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
IDBURY	94.38	9.28	103.66	69.11	80.62	92.14	103.66	126.70	149.73	172.77	207.32
KELMSCOTT	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
KENCOT	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
KIDDINGTON WITH ASTERLEIGH	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
KINGHAM	94.38	50.99	145.37	96.91	113.07	129.22	145.37	177.67	209.98	242.28	290.74
LANGFORD	94.38	40.93	135.31	90.21	105.24	120.28	135.31	165.38	195.45	225.52	270.62
LEAFIELD	94.38	109.87	204.25	136.17	158.86	181.56	204.25	249.64	295.03	340.42	408.50
LITTLE FARINGDON	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
LITTLE TEW	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
LYNEHAM	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
MILTON-UNDER-WYCHWOOD	94.38	66.49	160.87	107.25	125.12	143.00	160.87	196.62	232.37	268.12	321.74
MINSTER LOVELL	94.38	52.18	146.56	97.71	113.99	130.28	146.56	179.13	211.70	244.27	293.12
NORTH LEIGH	94.38	46.34	140.72	93.81	109.45	125.08	140.72	171.99	203.26	234.53	281.44
NORTHMOOR	94.38	22.94	117.32	78.21	91.25	104.28	117.32	143.39	169.46	195.53	234.64
OVER NORTON	94.38	96.56	190.94	127.29	148.51	169.72	190.94	233.37	275.80	318.23	381.88
RAMSDEN	94.38	78.51	172.89	115.26	134.47	153.68	172.89	211.31	249.73	288.15	345.78
ROLLRIGHT	94.38	42.91	137.29	91.53	106.78	122.04	137.29	167.80	198.31	228.82	274.58
ROUSHAM	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
SALFORD	94.38	50.13	144.51	96.34	112.40	128.45	144.51	176.62	208.74	240.85	289.02
SANDFORD ST MARTIN	94.38	51.45	145.83	97.22	113.42	129.63	145.83	178.24	210.64	243.05	291.66

SCHEDULE 3 (CONT'D)

AMOUNTS OF COUNCIL TAX 2018/2019 - DISTRICT COUNCIL AND PARISHES

PARISH	BASIC AMOUNT OF COUNCIL TAX			BANDINGS							
	WODC	PARISHES	TOTAL	A	B	C	D	E	F	G	H
	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p
SHILTON	94.38	38.03	132.41	88.27	102.99	117.70	132.41	161.83	191.26	220.68	264.82
SHIPTON-UNDER-WYCHWOOD	94.38	53.43	147.81	98.54	114.96	131.39	147.81	180.66	213.50	246.35	295.62
SOUTH LEIGH	94.38	41.12	135.50	90.33	105.39	120.44	135.50	165.61	195.72	225.83	271.00
SPELSBURY	94.38	46.30	140.68	93.79	109.42	125.05	140.68	171.94	203.20	234.47	281.36
STANDLAKE	94.38	36.70	131.08	87.39	101.95	116.52	131.08	160.21	189.34	218.47	262.16
STANTON HARCOURT	94.38	44.45	138.83	92.55	107.98	123.40	138.83	169.68	200.53	231.38	277.66
STEEPLE BARTON	94.38	26.97	121.35	80.90	94.38	107.87	121.35	148.32	175.28	202.25	242.70
STONESFIELD	94.38	39.73	134.11	89.41	104.31	119.21	134.11	163.91	193.71	223.52	268.22
SWERFORD	94.38	23.45	117.83	78.55	91.65	104.74	117.83	144.01	170.20	196.38	235.66
SWINBROOK & WIDFORD	94.38	16.53	110.91	73.94	86.26	98.59	110.91	135.56	160.20	184.85	221.82
TACKLEY	94.38	54.00	148.38	98.92	115.41	131.89	148.38	181.35	214.33	247.30	296.76
TAYNTON	94.38	63.80	158.18	105.45	123.03	140.60	158.18	193.33	228.48	263.63	316.36
WESTCOT BARTON	94.38	5.85	100.23	66.82	77.96	89.09	100.23	122.50	144.78	167.05	200.46
WESTWELL	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76
WITNEY TOWN COUNCIL	94.38	137.61	231.99	154.66	180.44	206.21	231.99	283.54	335.10	386.65	463.98
WOODSTOCK	94.38	63.85	158.23	105.49	123.07	140.65	158.23	193.39	228.55	263.72	316.46
WOOTTON	94.38	29.30	123.68	82.45	96.20	109.94	123.68	151.16	178.65	206.13	247.36
WORTON	94.38	0.00	94.38	62.92	73.41	83.89	94.38	115.35	136.33	157.30	188.76

AGGREGATE AMOUNTS OF COUNCIL TAX 2018/19

PARISH	BASIC AMOUNT OF COUNCIL TAX					BANDINGS							
	OXON CC	PCCTV	WODC	PARISHES	TOTAL	A	B	C	D	E	F	G	H
	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p
ALVESCOT	1,426.19	182.28	94.38	62.94	1,765.79	1,177.19	1,373.39	1,569.59	1,765.79	2,158.19	2,550.58	2,942.98	3,531.58
ASCOTT-UNDER-WYCHWOOD	1,426.19	182.28	94.38	87.60	1,790.45	1,193.63	1,392.57	1,591.51	1,790.45	2,188.33	2,586.20	2,984.08	3,580.90
ASTHAL	1,426.19	182.28	94.38	20.96	1,723.81	1,149.20	1,340.74	1,532.27	1,723.81	2,106.88	2,489.95	2,873.01	3,447.62
ASTON,COTE,SHIFFORD & CHIMNEY	1,426.19	182.28	94.38	48.76	1,751.61	1,167.74	1,362.36	1,556.98	1,751.61	2,140.86	2,530.10	2,919.35	3,503.22
BAMPTON	1,426.19	182.28	94.38	100.44	1,803.29	1,202.19	1,402.56	1,602.92	1,803.29	2,204.02	2,604.75	3,005.48	3,606.58
BLACK BOURTON	1,426.19	182.28	94.38	63.27	1,766.12	1,177.41	1,373.65	1,569.88	1,766.12	2,158.59	2,551.06	2,943.53	3,532.24
BLADON	1,426.19	182.28	94.38	83.16	1,786.01	1,190.67	1,389.12	1,587.56	1,786.01	2,182.90	2,579.79	2,976.68	3,572.02
BLENHEIM	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
BRIZE NORTON	1,426.19	182.28	94.38	54.56	1,757.41	1,171.60	1,366.88	1,562.14	1,757.41	2,147.94	2,538.48	2,929.01	3,514.82
BROADWELL	1,426.19	182.28	94.38	6.98	1,709.83	1,139.88	1,329.87	1,519.84	1,709.83	2,089.79	2,469.75	2,849.71	3,419.66
BRUERN	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
BURFORD TOWN COUNCIL	1,426.19	182.28	94.38	98.52	1,801.37	1,200.91	1,401.07	1,601.21	1,801.37	2,201.67	2,601.98	3,002.28	3,602.74
CARTERTON TOWN COUNCIL	1,426.19	182.28	94.38	99.82	1,802.67	1,201.78	1,402.08	1,602.37	1,802.67	2,203.26	2,603.85	3,004.45	3,605.34
CASSINGTON	1,426.19	182.28	94.38	38.52	1,741.37	1,160.91	1,354.40	1,547.88	1,741.37	2,128.34	2,515.31	2,902.28	3,482.74
CHADLINGTON	1,426.19	182.28	94.38	39.47	1,742.32	1,161.54	1,355.14	1,548.72	1,742.32	2,129.50	2,516.68	2,903.86	3,484.64
CHARLBURY TOWN COUNCIL	1,426.19	182.28	94.38	75.03	1,777.88	1,185.25	1,382.80	1,580.33	1,777.88	2,172.96	2,568.05	2,963.13	3,555.76
CHASTLETON	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
CHILSON	1,426.19	182.28	94.38	5.57	1,708.42	1,138.94	1,328.77	1,518.59	1,708.42	2,088.07	2,467.72	2,847.36	3,416.84
CHIPPING NORTON TOWN COUNCIL	1,426.19	182.28	94.38	107.50	1,810.35	1,206.90	1,408.05	1,609.20	1,810.35	2,212.65	2,614.95	3,017.25	3,620.70
CHURCHILL & SARSDEN	1,426.19	182.28	94.38	80.10	1,782.95	1,188.63	1,386.74	1,584.84	1,782.95	2,179.16	2,575.37	2,971.58	3,565.90
CLANFIELD	1,426.19	182.28	94.38	49.77	1,752.62	1,168.41	1,363.15	1,557.88	1,752.62	2,142.09	2,531.56	2,921.03	3,505.24
COMBE	1,426.19	182.28	94.38	40.75	1,743.60	1,162.40	1,356.13	1,549.86	1,743.60	2,131.07	2,518.53	2,906.00	3,487.20
CORNBURY & WYCHWOOD	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
CORNWELL	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
CRAWLEY	1,426.19	182.28	94.38	22.30	1,725.15	1,150.10	1,341.78	1,533.46	1,725.15	2,108.52	2,491.88	2,875.25	3,450.30
CURBRIDGE & LEW	1,426.19	182.28	94.38	51.72	1,754.57	1,169.71	1,364.67	1,559.61	1,754.57	2,144.47	2,534.38	2,924.28	3,509.14
DUCKLINGTON	1,426.19	182.28	94.38	47.97	1,750.82	1,167.21	1,361.75	1,556.28	1,750.82	2,139.89	2,528.96	2,918.03	3,501.64
ENSTONE	1,426.19	182.28	94.38	43.31	1,746.16	1,164.10	1,358.13	1,552.14	1,746.16	2,134.19	2,522.23	2,910.26	3,492.32
EYNSHAM	1,426.19	182.28	94.38	49.55	1,752.40	1,168.26	1,362.98	1,557.68	1,752.40	2,141.82	2,531.24	2,920.66	3,504.80
FAWLER	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
FIFIELD	1,426.19	182.28	94.38	58.76	1,761.61	1,174.40	1,370.14	1,565.87	1,761.61	2,153.08	2,544.55	2,936.01	3,523.22
FILKINS & BROUGHTON	1,426.19	182.28	94.38	69.40	1,772.25	1,181.50	1,378.42	1,575.33	1,772.25	2,166.08	2,559.91	2,953.75	3,544.50

AGGREGATE AMOUNTS OF COUNCIL TAX 2018/19

PARISH	BASIC AMOUNT OF COUNCIL TAX					BANDINGS							
	OXON CC	PCCTV	WODC	PARISHES	TOTAL	A	B	C	D	E	F	G	H
	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p
FINSTOCK	1,426.19	182.28	94.38	66.40	1,769.25	1,179.50	1,376.08	1,572.66	1,769.25	2,162.42	2,555.58	2,948.75	3,538.50
FREELAND	1,426.19	182.28	94.38	87.05	1,789.90	1,193.26	1,392.15	1,591.02	1,789.90	2,187.65	2,585.41	2,983.16	3,579.80
FULBROOK	1,426.19	182.28	94.38	17.98	1,720.83	1,147.22	1,338.42	1,529.62	1,720.83	2,103.24	2,485.64	2,868.05	3,441.66
GLYMPTON	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
GRAFTON & RADCOT	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
GREAT TEW	1,426.19	182.28	94.38	1.61	1,704.46	1,136.30	1,325.69	1,515.07	1,704.46	2,083.23	2,462.00	2,840.76	3,408.92
HAILEY	1,426.19	182.28	94.38	51.78	1,754.63	1,169.75	1,364.71	1,559.67	1,754.63	2,144.55	2,534.46	2,924.38	3,509.26
HANBOROUGH	1,426.19	182.28	94.38	69.86	1,772.71	1,181.80	1,378.78	1,575.74	1,772.71	2,166.64	2,560.58	2,954.51	3,545.42
HARDWICK WITH YELFORD	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
HEYTHROP	1,426.19	182.28	94.38	17.48	1,720.33	1,146.88	1,338.04	1,529.18	1,720.33	2,102.62	2,484.92	2,867.21	3,440.66
HOLWELL	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
IDBURY	1,426.19	182.28	94.38	9.28	1,712.13	1,141.42	1,331.66	1,521.89	1,712.13	2,092.60	2,473.07	2,853.55	3,424.26
KELMSCOTT	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
KENCOT	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
KIDDINGTON WITH ASTERLEIGH	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
KINGHAM	1,426.19	182.28	94.38	50.99	1,753.84	1,169.22	1,364.10	1,558.96	1,753.84	2,143.58	2,533.32	2,923.06	3,507.68
LANGFORD	1,426.19	182.28	94.38	40.93	1,743.78	1,162.52	1,356.27	1,550.02	1,743.78	2,131.29	2,518.79	2,906.30	3,487.56
LEAFIELD	1,426.19	182.28	94.38	109.87	1,812.72	1,208.48	1,409.89	1,611.30	1,812.72	2,215.55	2,618.37	3,021.20	3,625.44
LITTLE FARINGDON	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
LITTLE TEW	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
LYNEHAM	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
MILTON-UNDER-WYCHWOOD	1,426.19	182.28	94.38	66.49	1,769.34	1,179.56	1,376.15	1,572.74	1,769.34	2,162.53	2,555.71	2,948.90	3,538.68
MINSTER LOVELL	1,426.19	182.28	94.38	52.18	1,755.03	1,170.02	1,365.02	1,560.02	1,755.03	2,145.04	2,535.04	2,925.05	3,510.06
NORTH LEIGH	1,426.19	182.28	94.38	46.34	1,749.19	1,166.12	1,360.48	1,554.83	1,749.19	2,137.90	2,526.61	2,915.31	3,498.38
NORTHMOOR	1,426.19	182.28	94.38	22.94	1,725.79	1,150.52	1,342.28	1,534.03	1,725.79	2,109.30	2,492.81	2,876.31	3,451.58
OVER NORTON	1,426.19	182.28	94.38	96.56	1,799.41	1,199.60	1,399.54	1,599.47	1,799.41	2,199.28	2,599.15	2,999.01	3,598.82
RAMSDEN	1,426.19	182.28	94.38	78.51	1,781.36	1,187.57	1,385.50	1,583.43	1,781.36	2,177.22	2,573.07	2,968.93	3,562.72
ROLLRIGHT	1,426.19	182.28	94.38	42.91	1,745.76	1,163.84	1,357.81	1,551.78	1,745.76	2,133.71	2,521.65	2,909.60	3,491.52
ROUSHAM	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
SALFORD	1,426.19	182.28	94.38	50.13	1,752.98	1,168.65	1,363.43	1,558.20	1,752.98	2,142.53	2,532.08	2,921.63	3,505.96
SANDFORD ST MARTIN	1,426.19	182.28	94.38	51.45	1,754.30	1,169.53	1,364.46	1,559.37	1,754.30	2,144.14	2,533.99	2,923.83	3,508.60

AGGREGATE AMOUNTS OF COUNCIL TAX 2018/19

PARISH	BASIC AMOUNT OF COUNCIL TAX					BANDINGS							
	OXON CC	PCCTV	WODC	PARISHES	TOTAL	A	B	C	D	E	F	G	H
	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p	£ p
SHILTON	1,426.19	182.28	94.38	38.03	1,740.88	1,160.58	1,354.02	1,547.44	1,740.88	2,127.74	2,514.60	2,901.46	3,481.76
SHIPTON-UNDER-WYCHWOOD	1,426.19	182.28	94.38	53.43	1,756.28	1,170.85	1,366.00	1,561.13	1,756.28	2,146.56	2,536.85	2,927.13	3,512.56
SOUTH LEIGH	1,426.19	182.28	94.38	41.12	1,743.97	1,162.64	1,356.42	1,550.19	1,743.97	2,131.52	2,519.07	2,906.61	3,487.94
SPELSBURY	1,426.19	182.28	94.38	46.30	1,749.15	1,166.10	1,360.45	1,554.80	1,749.15	2,137.85	2,526.55	2,915.25	3,498.30
STANDLAKE	1,426.19	182.28	94.38	36.70	1,739.55	1,159.70	1,352.98	1,546.26	1,739.55	2,126.12	2,512.68	2,899.25	3,479.10
STANTON HARCOURT	1,426.19	182.28	94.38	44.45	1,747.30	1,164.86	1,359.01	1,553.15	1,747.30	2,135.59	2,523.88	2,912.16	3,494.60
STEEPLE BARTON	1,426.19	182.28	94.38	26.97	1,729.82	1,153.21	1,345.42	1,537.61	1,729.82	2,114.22	2,498.63	2,883.03	3,459.64
STONESFIELD	1,426.19	182.28	94.38	39.73	1,742.58	1,161.72	1,355.34	1,548.96	1,742.58	2,129.82	2,517.06	2,904.30	3,485.16
SWERFORD	1,426.19	182.28	94.38	23.45	1,726.30	1,150.86	1,342.68	1,534.48	1,726.30	2,109.92	2,493.54	2,877.16	3,452.60
SWINBROOK & WIDFORD	1,426.19	182.28	94.38	16.53	1,719.38	1,146.25	1,337.30	1,528.33	1,719.38	2,101.46	2,483.55	2,865.63	3,438.76
TACKLEY	1,426.19	182.28	94.38	54.00	1,756.85	1,171.23	1,366.44	1,561.64	1,756.85	2,147.26	2,537.67	2,928.08	3,513.70
TAYNTON	1,426.19	182.28	94.38	63.80	1,766.65	1,177.76	1,374.06	1,570.35	1,766.65	2,159.24	2,551.83	2,944.41	3,533.30
WESTCOT BARTON	1,426.19	182.28	94.38	5.85	1,708.70	1,139.13	1,328.99	1,518.84	1,708.70	2,088.41	2,468.12	2,847.83	3,417.40
WESTWELL	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70
WITNEY TOWN COUNCIL	1,426.19	182.28	94.38	137.61	1,840.46	1,226.97	1,431.47	1,635.96	1,840.46	2,249.45	2,658.44	3,067.43	3,680.92
WOODSTOCK	1,426.19	182.28	94.38	63.85	1,766.70	1,177.80	1,374.10	1,570.40	1,766.70	2,159.30	2,551.90	2,944.50	3,533.40
WOOTTON	1,426.19	182.28	94.38	29.30	1,732.15	1,154.76	1,347.23	1,539.68	1,732.15	2,117.07	2,501.99	2,886.91	3,464.30
WORTON	1,426.19	182.28	94.38	0.00	1,702.85	1,135.23	1,324.44	1,513.64	1,702.85	2,081.26	2,459.67	2,838.08	3,405.70