

Record of Decisions of the meeting of the Shareholder and Joint Venture Group - Oxford Direct Services Limited and Oxford Direct Services Trading Limited

On Thursday 4 December 2025

www.oxford.gov.uk



Set out below is a summary of the decisions taken at the meeting of the Shareholder and Joint Venture Group - Oxford Direct Services Limited and Oxford Direct Services Trading Limited held on Thursday 4 December 2025.

Decisions made by the Cabinet and Planning – Oxford City Planning Committee will be subject to a two-day call-in period.

The wording used does not necessarily reflect the actual wording that will appear in the minutes.

If you have any queries about any matters referred to in this decision sheet please contact Committee and Member Services.

6 ODS Group performance report

The Shareholder and Joint Venture Group resolved to:

1. **Note** confirmation of 24/25 close of accounts
2. **Approve** a dividend of £2.4 million for the financial year 2024/25 from ODSL.
3. **Note** the Board have determined that the ODSTL earnings will be retained in the balance sheet (and therefore no dividend is proposed from ODSTL) to continue building the business in support of the refreshed ODSTL business plan
4. **Note** the period 6 trading position and service updates for both businesses
5. **Note** the productivity and efficiency measures ODS have introduced and their impact, and the future plans (summarised and attached at appendix 1)
6. **Note and provide comments** on the detailed summary and themes of the ODSTL Business Plan for the period 2026 to 2030, which will be brought for approval in April 2026 (Business Plan Workshop slides at appendix 2)
7. **Note** further progress on potential acquisitions
8. **Note** the recent ODS Governance & Audit Committee activities and risk management update and that the Articles and Shareholder Agreements for the companies have been finalised and filed with Companies House.

7 Various ODS Remuneration Matters

The Shareholder and Joint Venture Group resolved to:

1. **Delegate authority** to the Chief Executive, in consultation with the Director of Law, Governance, and Strategy; the Group Finance Director; and the Cabinet Member for Citizen Focused Services and Council Companies, to review equal pay ramifications and **approve** payment of a new hire / retention payment for

Waste & Recycling RCV Drivers, to address challenges in recruiting and retaining these staff.

2. **To approve** payment of a Board Allowance of £6k for Statutory Executive Directors (excluding the Managing Director) (payable from December 11th, 2025, and only valid until it can be regularised into the company's pay policy through the planned 2026 pay review)
3. **To approve** a pay award for the 2025/26 year of 3% to the Managing Director and Finance Director of ODS and for it to be backdated to the 1st April 2025.
4. **To note** the summary of the ODS Remuneration Committee activities under its new Chair.

For more details on the subject of the Decision or for a copy of the Decision Note please contact:

Dr Brenda McCollum, Committee and Member Services Officer, Mobile: or Email:

The Record of Decision sets out the decision taken by the Committee. Details of the reasons for the decision and any alternative options put forward for consideration (if any) were published within the reports

The Decision is available on the [Council's website](#) for the call-in period.