

**MINUTES OF THE MEETING OF THE OVERVIEW AND SCRUTINY COMMITTEE,
HELD AT THE COUNCIL OFFICES, WIGSTON, ON 27 NOVEMBER 2013**

IN ATTENDANCE:

J Kaufman - Chairman

Councillors: B Dave, L Kaufman, H Loydall & P Swift.

Officers in Attendance: I Dobson, J Tafurelli-Brock

Other Attendees: L Steiner (Citizens Advice Bureau)

Minute Ref.	Narrative	Officer Responsible
20.	<p><u>APOLOGIES FOR ABSENCE</u></p> <p>D Gamble, L Broadley, S Dickinson</p>	
21.	<p><u>DECLARATIONS OF INTEREST</u></p> <p>None.</p>	
22.	<p><u>MINUTES</u></p> <p>RESOLVED:</p> <p>That the minutes of the meeting of the Committee held on 5 November 2013 be taken as read, confirmed and signed.</p>	
23.	<p><u>THE NATIONAL LIVING WAGE</u></p> <p>The Committee noted the report of the Chief Financial Officer, as set out in report pages 4 to 7, which should be read together with these minutes as a composite document.</p> <p>The Committee considered a guidance document produced by the Local Government Association to assist Council's with issues related to the introduction of the Living Wage, which should be read together with these minutes as a composite document.</p>	

The Electoral and Democratic Services Officer presented the key issues contained within the report and guidance document, which can be summarised as:

- The implementation of the Living Wage is entirely a matter for local determination.
- Local Government Association guidance document is impartial and independent advice.
- Relatively few local authorities are accredited by the Living Wage Foundation at present.
- This Council has adopted the Living Wage for employees and has implemented it by paying a supplement to existing pay scales
- Insistence of adoption of the Living Wage for contractors through procurement is complicated and could give rise to legal challenge.
- Insistence of adoption of the Living Wage for contractors through procurement could have a disproportionate impact upon small or medium businesses if tendering to provide council services.

The Committee reached a consensus that the principle of the Living Wage should be supported but it would not necessarily be beneficial for the Council to become an accredited employer by the Living Wage Foundation.

Members of the Committee requested that some financial projections be produced for the next meeting that demonstrates the impact upon the Council of a scenario where the uprating of the Living Wage in line with the retail price index is compared against public sector pay remaining flat or increasing by a lesser percentage than the retail price index.

JD

Liz Steiner offered to provide the committee with some analysis on the relationship between the Living Wage and the receipt of benefits for the next meeting in January.

LS

The Chairman suggested that some possible recommendations to come out of the work being carried out in respect of the Living Wage by the Committee could be based on the following principles:

- The principle of paying the Living Wage is supported and promoted by the Council
- The payment to Council employees is continued to be paid by a supplement to existing pay scales, and this kept under review

RECOMMENDED: That a report of financial projections is brought to the next meeting for Members to consider the potential future impact of the Living Wage upon the Council.

The meeting ended at 6:47 p.m