

**OVERVIEW AND SCRUTINY MANAGEMENT BOARD**  
**14th June, 2013**

Present:- Councillor Whelbourn (in the Chair); Councillors Beck, Currie, Dalton, Falvey, Read, G. A. Russell, Sims and Steele.

An apology for absence was received from Councillor Gilding.

**9. DECLARATIONS OF INTEREST**

There were no declarations of interest made at this meeting.

**10. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS**

There were no questions from members of the public or the press.

**11. LIVING WAGE**

Consideration was given to a report presented by Simon Cooper, Human Resources Manager, which provided details on the Living Wage which was set independently by the Centre for Research in Social Policy at Loughborough University and updated annually in November. The rate was calculated based on assumed expenditure considered the minimum for a decent standard of living on: childcare; clothing; food and drink; household goods and services; housing rent; water; electricity; gas; Council Tax; personal goods and services; social and cultural participation; and transport.

To be accredited as an official Living Wage Employer (205 employers as of 18<sup>th</sup> April, 2013 from across public, private and voluntary and community sector employers, less than 1% of larger companies across the United Kingdom), an organisation must satisfy four basic criteria:-

- Pay all its own staff at least the Living Wage.
- Commit that within six months of the annual uprating of the Living Wage, its pay rates would be uprated accordingly.
- Demonstrate progress towards requiring any contractors it had to do the same.
- Have a plan in place to work with any remaining contractors to get them to pay the Living Wage.

The number of Councils in England and Wales now paying or committed to pay a living wage as of 15<sup>th</sup> February, 2013 had risen to 37 (this represented 9% of all Councils).

The implications of a migration to the level of the Living Wage would be significant for our overall job evaluated pay structure and overall costs and budget pressures. Potentially additional costs could be passed on to other departments as the majority of the relevant jobs affected work in

Traded Services. An indication of potential costs and benefits was outlined and set out in detail as part of the report.

All jobs have undergone recent job evaluation which has determined where they were positioned on the overall pay and grading structure, thus there would be an impact on pay differentials and this may pose some risk of challenge in respect of equal pay.

Full time employees could potentially benefit from an increase of up to £46 per week, however, for some employees Social Security benefits such as Working Family Tax Credit or Pensions Credit would be affected.

For employees in receipt of benefits a £4 per week increase results only in a £1 increase in 'take home pay' after tax, national insurance and consequential benefit reduction. In the case of single parents a larger gross increase of £10 per week was required for the £1 increase in 'take home pay'.

It was not considered currently affordable to implement the Living Wage, without offset measures to restructure the current pay and reward framework. Any move to address pay levels at lower levels would need to be compensated by savings achieved through service changes, job reductions and/or changes to terms and conditions. The impact of future pension reforms would also augment the overall pay bill significantly.

A discussion and a question and answer session ensued and the following issues were raised and subsequently clarified:-

- On-going discussion with Trades Unions on matters relating to pay and conditions.
- Mitigation of risks and the impact of welfare reform.
- Potential impacts on individuals.
- Meeting the costs in schools and the moves towards academy status.
- Adoption of the Living Wage in Whitehall.
- Planned visit and information gathering from Islington.
- Pay inequalities and effect of Living Wage on Job Evaluation.
- Families Income Supplement – exemplar in Rotherham.
- Encouragement of local contractors to adopt the Living Wage.
- Procurement process and the potential negatives for small and medium sized enterprises.
- Equality impact assessments and the risk of legal challenges.
- Breakdown between part and full time workers and the potential impact on pay bands.
- Types of jobs and bands affected by the potential implications of the Living Wage.
- Calculation of the Living Wage based on assumed expenditure.
- Regionalised national pay.

- Adoption of recommendations arising from the Scrutiny Review undertaken by the Self Regulation Select Commission.

Resolved:- (1) That the report be received and the contents noted.

(2) That a further update report be submitted to the Overview and Scrutiny Management Board in due course, with an invitation to attend extended to the Deputy Leader.

## 12. ANNUAL REPORT

Consideration was given to a report presented by Deborah Fellowes, Scrutiny Manager, which provided some early proposals for the Annual Report for 2012/13 and aimed to allow the Management Board to discuss and approve format and content at a draft stage.

The proposed format for this year was to review further back than just the last year and to look at some of the key areas of work over the last few years, focusing on the difference that Scrutiny had made. The aim was to provide some tangible outcomes that have been achieved and could be directly attributable to the work of Scrutiny, providing good added value to the work of the Council.

The Management Board were invited to comment on this and also flag up any key issues which they would like to see included in the report. Members are asked to consider whether the focus is correct and whether any key issues are missing.

The report was to be completed over the next month and a final version brought to the Management Board's meeting on the 12<sup>th</sup> July, 2013. This would allow final comments to be incorporated before it was presented to full Council on the 24<sup>th</sup> July, 2013.

Discussion ensued on the format and the difficulty aligning to the previous Scrutiny Panels and current Select Commissions. It was suggested that text be inserted to confirm that certain areas of the report aligned to previous structures and that the current Chairmen provide a recap on progress at the Council Meeting.

Resolved:- (1) That the proposed format of the Annual Report 2012/13 be approved for revision and presented to this Committee on the 12<sup>th</sup> July, 2013.

(2) That the Annual Report once approved be presented to Council on the 24<sup>th</sup> July, 2013.

## 13. WORK PROGRAMME

Further to Minute No. 4 of the meeting of the Overview and Scrutiny Management Board held on 24<sup>th</sup> May, 2013, consideration was given to a

report, presented by Deborah Fellowes, Scrutiny Manager, concerning the proposals for the allocation of issues for scrutiny to the work programmes of each Select Commission.

A number of issues arose from the Development Sessions. Discussions had taken place with regard to a couple of omissions from the Health Select Commission's work programme and which now included School Nursing and Sexual Health.

Discussion ensued on the importance of the City Region Economy and how this could be incorporated into the work programme of the most appropriate Select Commission. Whilst it was noted that the Self Regulation Select Commission had received a presentation on employment and worklessness in Rotherham, anything to do with the regeneration strategy of particular areas fell into the Terms of Reference for Improving Places Select Commission. It was, therefore, suggested that this be undertaken jointly by the two Commissions named and tie this in somehow to commissioning and the procurement work. With regard to linking the local economy to local procurement it was agreed that this Board should receive an initial paper on this and then pass it to the relevant Select Commission.

As a result of a meeting of Cabinet, Scrutiny and the Strategic Leadership Team on the 13<sup>th</sup> June, 2013, the Chairmen that were in attendance gave an update on the relevant outcomes specific to their areas which would be incorporated in some way into the relevant work programmes and which included:-

- Domestic Violence.
- Elderly Care.
- Grass Cutting and Litter Picking.
- Carers.
- Parking.
- Customer Services/Libraries.

Resolved:- (1) That the report be received and its contents noted.

(2) That the work programmes of each Select Commission for the 2013/14 Municipal Year be endorsed.

(3) That the arrangements for looking at the local economy and local procurement be considered initially by the Overview and Scrutiny Management Board.

#### **14. YOUTH CABINET/YOUNG PEOPLE'S ISSUES**

There were no outstanding issues to report.

**15. MINUTES OF THE PREVIOUS MEETING HELD ON 24TH MAY, 2013**

Resolved:- That the minutes of the previous meeting of the Overview and Scrutiny Management Board, held on 24th May, 2013, be approved as a correct record for signature by the Chairman.

Reference was made to Minute No. 3 (Scrutiny Review of the Council's Residential Homes) and it was suggested that Councillor Beaumont be asked to present the report at the Cabinet meeting.

**16. WORK IN PROGRESS**

The Chairmen of the relevant Select Commissions gave a report on progress.

Health Select Commission:-

The first meeting on Urgent Care had been carried out at Oak House.

The Commission held its last meeting at Rotherham Hospital, which incorporated ward visits. Positive feedback was received from staff and patients. Also present was the Peter Lee, Chairman of the Board, Juliette Greenwood, Chief Nurse, and Michael Morgan, Interim Chief Executive, who provided information on their spending power, collaboration with other hospitals and their hopes for a specialist area in Rotherham. They were also asked questions about staffing, if they had any concerns and morale.

Improving Lives Select Commission:-

Further work was to be undertaken on issues relating to Keeping Children Safe in Education and Children Missing from Education. A presentation had also been received on poverty in Rotherham and further discussion was to take place with the Local Strategic Partnership Manager regarding some joint work on Families for Change.

**17. CALL-IN ISSUES**

There were no formal requests for call-in to report.