

**OVERVIEW AND SCRUTINY BOARD**      17th December 2012

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**SCRUTINY INVESTIGATION PROPOSAL**

Relevant Portfolio Holder	Councillor Mark Bullivant
Portfolio Holder Consulted	No
Relevant Head of Service for Overview and Scrutiny	Claire Felton – Head of Legal, Equalities and Democratic Services
Wards Affected	All wards
Ward Councillor Consulted	No – not at this stage
Non-Key Decision	

**1. SUMMARY OF PROPOSALS**

- 1.1 The Overview and Scrutiny Board are requested to investigate the implications for the Council if it adopted a policy of requiring contractors to pay the Living Wage. This follows a notice of motion put forward by Councillor P. M. McDonald at the Council meeting held on 21st November 2012 as follows:

“That Bromsgrove District Council agrees to pay the living wage and ensure that all contractors working on behalf of the Council honour the living wage”

At the Council meeting it was agreed that the Chief Executive in discussion with Group Leaders would examine the financial implications for the Council of adopting this motion in relation to its own employees. Council asked Overview and Scrutiny Board to investigate the implications for the Council if it required contractors to honour the living wage.

**2. RECOMMENDATIONS**

- 2.1 That the Board considers the request and agrees to one of the following:
- (a) that the request is included on the work programme and the Board undertakes the investigation, discuss broad terms of reference and sets a time scale for completion of the investigation; OR
  - (b) that the request is included on the work programme and a Task Group is established to undertake a more in-depth investigation, appoint a Chairman for the Task Group and set a time scale for completion of the investigation; OR
  - (c) that further information be requested from a relevant source before deciding whether or not further investigation is required; OR
  - (d) decide to take no further action.

**3. KEY ISSUES**

**Financial Implications**

- 3.1 There are no financial implications directly relating to this report, however, if the proposal is accepted, any implications would be considered as part of the subsequent investigation undertaken.

**Legal Implications**

- 3.2 There are no legal implications directly relating to this report, however, if the proposal is accepted, any implications would be considered as part of the subsequent investigation undertaken. In this instance there is an accreditation process for becoming recognised as honouring the living wage and this could be used as a framework for the Board's investigation and for confirming the legal aspects.

**Service/Operation Implications**

- 3.3 A request from full Council has been made to investigate the implications for the Council of requiring contractors to honour the living wage.
- 3.4 If the Board decides that it does wish to investigate this topic further, it then needs to decide whether it is appropriate for the Board itself to undertake the investigation or whether a more in-depth investigation is required and a task group established.
- 3.5 Another option is for the Board to request further information on the topic from a relevant source to assist Members to decide whether an investigation is required.
- 3.6 Alternatively, the Board could decide that it is not a topic it wishes to investigate, in which case no further action would be required.

**Customer / Equalities and Diversity Implications**

- 3.7 N/A

**4. RISK MANAGEMENT**

- 4.1 N/A

**5. APPENDICES**

None

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6. **BACKGROUND PAPERS**

None

7. **KEY**

None

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