

Agenda

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Oxford Living Wage Review Group

Date: **Tuesday 3 October 2017**

Time: **5.00 pm**

Place: **St Aldate's Room, Town Hall**

For any further information please contact:

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As a matter of courtesy, if you intend to record the meeting please let the Contact Officer know how you wish to do this before the start of the meeting.

Oxford Living Wage Review Group

Membership

Chair

Councillor Mark Ladbrooke

Councillor Angie Goff

Councillor Ben Lloyd-Shogbesan

Councillor Dan Iley-Williamson

Councillor David Thomas

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AGENDA

Pages

1 WELCOME AND INTRODUCTIONS

The Chair will open the meeting.

2 APOLOGIES

3 EXTERNAL CONTRIBUTIONS

The Review Group have asked to invite evidence from employers, business groups, workers who are directly affected by low pay, and agencies, professionals and faith groups in the city that support low paid workers.

The following people have agreed to attend this meeting to speak to the Review Group about issues related to low pay and the promotion of the Oxford Living Wage. The Chair will ask each external guest to speak for up to 5 minutes.

- Emma Kosmin, Living Wage Foundation (slides included)
- Paul Medley, Chair of Trustees, Oxford Food Bank
- Fred Hanna, Unite the Union
- Ian Woodlands, Unite the Union

7 - 20

4 PLENARY SESSION

Invited:

- Emma Kosmin, Living Wage Foundation (slides included)
- Paul Medley, Chair of Trustees, Oxford Food Bank
- Fred Hanna, Unite the Union
- Ian Woodlands, Unite the Union
- Mish Tullar, Head of Comms, OCC
- Justin Thorne, HR Resourcing Business Partner, OCC

An open discussion on implementing the Oxford Living Wage across the city in which the Review Group may wish to explore the following lines of inquiry:

- *What are the impacts of low pay on individuals and communities in the city; how widespread is this issue and in which sectors?*
- *What are the barriers to large and small employers in the city adopting a living wage policy?*
- *Would a Kitemarking system for the 'Oxford Living Wage' be workable?*
- *Is the Oxford Living Wage the best and most appropriate living wage rate for the Council to pay and promote more widely?*
- *What more could the Council do to promote the payment of a living wage and make it unacceptable for other employers in the city to not do so?*
- *Are there opportunities to strengthen encouragement to contractors and sub-contractors to pay a living wage? If not, what are the barriers? If so, what are the risks?*
- *What more could the Council do to publicise a living wage through*

publicity and communications such as Your Oxford, etc.?

5 CALL FOR EVIDENCE

21 - 26

The Review Group have asked to issue a call for evidence in the form of a survey which will be made available on the Council's consultations webpage.

The Review Group are asked to approve the draft survey, subject to advice from the Council's Consultation and Engagement Officer.

6 NOTES OF PREVIOUS MEETING

27 - 32

The notes of the previous meetings are included for reference.

7 DATES OF FUTURE MEETINGS

Meetings are scheduled as follows:

17 October 2017, 2pm
1 November 2017, 5pm

DECLARING INTERESTS

General duty

You must declare any disclosable pecuniary interests when the meeting reaches the item on the agenda headed "Declarations of Interest" or as soon as it becomes apparent to you.

What is a disclosable pecuniary interest?

Disclosable pecuniary interests relate to your* employment; sponsorship (ie payment for expenses incurred by you in carrying out your duties as a councillor or towards your election expenses); contracts; land in the Council's area; licenses for land in the Council's area; corporate tenancies; and securities. These declarations must be recorded in each councillor's Register of Interests which is publicly available on the Council's website.

Declaring an interest

Where any matter disclosed in your Register of Interests is being considered at a meeting, you must declare that you have an interest. You should also disclose the nature as well as the existence of the interest.

If you have a disclosable pecuniary interest, after having declared it at the meeting you must not participate in discussion or voting on the item and must withdraw from the meeting whilst the matter is discussed.

Members' Code of Conduct and public perception

Even if you do not have a disclosable pecuniary interest in a matter, the Members' Code of Conduct says that a member "must serve only the public interest and must never improperly confer an advantage or disadvantage on any person including yourself" and that "you must not place yourself in situations where your honesty and integrity may be questioned". What this means is that the matter of interests must be viewed within the context of the Code as a whole and regard should continue to be paid to the perception of the public.

*Disclosable pecuniary interests that must be declared are not only those of the member her or himself but also those member's spouse, civil partner or person they are living with as husband or wife or as if they were civil partners.