

Report to Joint Consultative and Safety Committee

Subject: Living Wage

Date: 26 November 2013

Author: Service Manager; Organisational Development

1. Purpose of the Report

To inform the committee of the intention to pay the Living Wage at 1 April 2014 and to confirm the process proposed for implementation.

2. Background

The week commencing 4 November was “Living Wage Week”.

The “Living Wage” is set by the Living Wage Foundation annually and represents the hourly rate of pay that is deemed to provide workers with a wage that can meet the basic costs of living.

During this week a number of national and local announcements were made. Of particular relevance was the national announcement that the Living Wage outside London would rise by 20 pence to £7.65 per hour and, locally, the Leader of the council announced his intention to propose that the Living Wage be paid here at 1 April 2014.

Clearly this local commitment has relevance from social, political, and economic perspectives and the detail of its implementation to recognise all of these needs is complex. Included in the implementation, it is likely that there may be issues arising that relate to local pay banding and terms and conditions of employment.

In terms of process, the detail of the proposal first needs to be outlined from an organisational perspective and as such an options report will be put to the Appointments and Conditions of Service Committee (ACSC). From there, a paper outlining the proposal will be put to this committee for consultation, probably during December. If the implementation relates only to general policy changes it is anticipated that this will be considered at just one meeting of the JCSC, however, if there are changes that more specifically relate to changes to other existing terms and conditions then it is likely that the matter would be consulted upon over a 30-day period and would pass before this committee twice before returning to the ACSC to consider recommendation before final ratification.

During this process commitment will also need to be given by Council in order to approve any additional costs arising from the commitment.

4. Recommendation

The Committee is asked to note this report and to await the first consultation paper.