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<b>Report To:</b>	<b>Policy and Resources Committee</b>	<b>Date:</b>	<b>4 February 2014</b>
<b>Report By:</b>	<b>Head of Organisational Development, Human Resources and Communications</b>	<b>Report No:</b>	<b>HR/01/14/AM</b>
<b>Contact Officer:</b>	<b>Alasdair Moore</b>	<b>Contact No:</b>	<b>01475 712015</b>
<b>Subject:</b>	<b>Living Wage: Local Government Employees Wage Award</b>		

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## **1.0 PURPOSE**

- 1.1 The purpose of this report is to advise the Committee of the agreed increase in the Living Wage.

## **2.0 SUMMARY**

- 2.1 The hourly rate for the Living Wage previously agreed by the Committee has been increased as a result of the national wage agreement for Local Government Employees.
- 2.2 CoSLA has issued a Circular on the national wage award and this included notification that the Living Wage hourly rate is to be increased to £7.65 per hour.
- 2.3 The Council has already agreed delegated authority to the Head of OD, HR and Communications to implement CoSLA Personnel circulars.

## **3.0 RECOMMENDATIONS**

- 3.1 That the Committee note that the Living Wage hourly rate is being increased to £7.65 from the 1 April 2014.

Head of Organisational Development,  
Human Resources and Communications

## 4.0 BACKGROUND

- 4.1 At the meeting on 13 November 2012 the Policy and Resources Committee agreed to the implementation of the Living Wage.
- 4.2 The Committee also agreed that if the Living Wage was to be increased, a report be brought back to the Committee.
- 4.3 The decision taken at the CoSLA Convention in respect of the national pay award included that the Living Wage be set at the hourly rate advised by the Living Wage Foundation, the hourly rate that has been set is £7.65 per hour to be implemented on 1 April 2014.
- 4.4 The circular issued by CoSLA on 25 October 2013 also advised that the implementation of the Living Wage is to be determined by Councils at a local level.

The Committee had previously agreed that the Living Wage would be paid as a supplement.

- 4.5 The Council previously agreed that delegated authority be given to the Head of OD, HR and Communications for the implementation of CoSLA Personnel Circulars.

## 5.0 PROPOSALS

- 5.1 That the Committee note that the Living Wage will be implemented as per the national wage agreement and that the hourly rate is to be raised to £7.65 per hour from 1 April 2014

## 6.0 IMPLICATIONS

- 6.1 Finance:

Financial Implications – One off Costs

Cost Centre	Budget Heading	Budget Year	Proposed Spend this Report	Virement From	Other Comments

Financial Implications – Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
Miscellaneous	Inflation Contingency	01/04/14	£7,500	N/A	Cost will be contained within pay inflation contingency.

- 6.2 Human Resources: All Human Resources
- 6.3 Legal: There are no legal implications for this report
- 6.4 Equalities: As all employees who are paid less than £7.65 per hour will be covered by the Living Wage, there are no equalities issues.

## **7.0 CONSULTATION**

7.1 Consultation has been undertaken at a national level.