

EX108. Living Wage Implementation

The Executive considered a report by the Director of Corporate and Housing Services which sought approval of a revised methodology for implementation of the Living Wage.

The Council was accredited as a Living Wage Employer by the Living Wage Foundation (LWF). This meant that the Council was required to implement the LWF's confirmed hourly living wage within 6 months of its announcement, normally November each year. There were c1220 employees on the living wage. Due to the time taken to negotiate a national pay award, there was often a delay in the implementation.

Given the delay relating to the national pay award, and the resulting living wage discrepancy for the period to which the pay award applied it was suggested that the rate of £8.75 be implemented in the next available pay run. It was also suggested that this be backdated to cover the period of the anticipated pay award.

For future years it was suggested that the LWF's confirmed hourly rate was implemented each year on 31 March. This would only be required if a pay award was not agreed in time for the LWF rate to be applied by 1 April. Any subsequent agreement of the pay award would then be applied on the agreed date and backdated accordingly.

Decision

The Executive agreed:-

- (1) the Living Wage Foundation pay rate of £8.75 per hour be implemented for those employees to whom this would apply, with effect from January pay run, back dated to 31.3.18, and**
- (2) the Living Wage Foundation's confirmed hourly rate of pay, normally announced in November each year, be automatically implemented on the 31 March of the following year, if the national pay award has not been implemented by this date to accommodate this.**