

WILTSHIRE COUNCIL

STAFFING POLICY COMMITTEE

8 January 2014

Implementation of the Living Wage

Purpose of the report

1. To recommend that Staffing Policy Committee agree that consideration is given to introducing the Living Wage when the job family approach is implemented across the council.

Background

2. At the Council meeting on 12 November 2013 Councillor Jeff Osborn presented a motion that the Living Wage should be adopted by the council. Council agreed to refer the matter to Staffing Policy Committee without debate.
3. The Living Wage is an hourly rate set independently by the Centre for Research in Social Policy at Loughborough University.
4. The Living wage was recently increased on Monday 4th November from £7.45 to £7.65 per hour, an increase of 2.7%. In 2012, the Living Wage increased by 3.4%.

Main considerations

5. Cabinet agreed to investigate the implementation of a job family modelling approach earlier this year to replace the current job evaluation system.
6. So far, the job family modelling approach has been used successfully as a pilot when implementing the corporate review and the senior management review.
7. The approach is currently being scoped for the rest of the organisation and as part of this project the current pay and grading structure will also be reviewed.
8. The council could therefore consider applying the principles of the Living Wage to the new pay and grading structure when this project is implemented.

Environmental Impact of the Proposal

9. None.

Equalities Impact of the Proposal

10. None

Risk Assessment

11. None

Options Considered

12. None.

Recommendation

13. It is recommended that:

- Staffing Policy Committee are responsible for making key decisions about the implementation of job families.
- As part of this project, Staffing Policy Committee will review the pay and grading structure, and will consider if it is appropriate to implement the Living Wage, taking into account the cost pressures.
- The mover of the motion to implement the Living Wage at Council on 12 November 2013 (Councillor Jeff Osborn) and the seconder (Councillor Terry Chivers) will be invited to the appropriate Staffing Policy Committee meeting when this will be discussed.

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The following unpublished documents have been relied on in the preparation of this Report: None