

Survey Re Living Wage (November 2013)

Authority Name	Progress Towards the Living Wage					Other / comment
	Implemented	Firmly committed	Firmly decided not to commit	Considering	Other	
Unitary 1 Bath & North East Somerset Council				x		The Labour Group has submitted a motion to the November meeting of Council proposing that we should commit.
Unitary 2 Swindon Borough Council			x			We are currently looking at our pay strategy going forward and the Living Wage is one option. A clear decision has been made not to implement the Living Wage at this point in time. Clearly, this does not mean that the decision will not be reviewed at some stage in the future but that is the current position.
Unitary 3 Wiltshire Council				x		The independent group have proposed a motion to adopt the LW and this will be considered at full Council w/c 11/11/13. However a management team/Cabinet response will identify the financial impact (approx £800K) and suggest that this is too great to implement now but it is something to be borne in mind as the authority progresses with its job family work.
Unitary 4 Plymouth City Council		x				

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Unitary 5 North Somerset Council				x		A Living Wage Working Party has now been set up, to consider the implementation of the Living Wage.
Unitary 6 Borough of Poole				x		Unison have asked for the subject to be discussed at our next JICC meeting later this month (Nov 2013)
Unitary 7 South Gloucestershire Council	x					We have implemented payment of the Living Wage (£7.45 ph) from 1 October 2013 and have committed to pay the new rate announced today (£7.65 ph) wef 1 April 2014. We have not yet signed up to become an accredited Living Wage employer.
Unitary 8 Cornwall Council				x		This matter is being actively considered by members in November 2013 before the matter is potentially referred to the Chief Executive with a view to trying to find a way to implement the Living Wage despite the budget difficulties
Unitary 9 Bristol City Council				x		<p>A copy of the official statement about this issue, outlined in our pay policy statement, is copied below for information:</p> <p>1. In addition to any national pay award from April 2013 and subject to overall affordability, the council is prepared to consider some form of non-consolidated pay award to the lowest paid (up to the living wage threshold). However, this will only be taken forward if agreement can be reached with the Single Status Trade Unions on reforms to</p>

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						<p>the pay and grading system and in particular payment arrangements for nonstandard working hours (for council employees).</p> <p>2. Developing a reward strategy which will be put in place by April 2014 and will:-</p> <ul style="list-style-type: none"> ● Address low pay by introducing the “Living Wage” in a sustainable, and affordable way; ● strengthen the link between pay levels and consistent contribution; ● is underpinned by requirements to recruit and retain talent needed to drive organisational performance;
Unitary 10 Torbay Council				x		
Unitary 11 Bournemouth Borough Council			x			
County 1 Devon County Council			x			The position in Devon is firmly decided not to commit; still being challenged by the opposition but rejected on the basis of cost.
County 2 Dorset County Council				x		
County 3 Gloucestershire				x		For context, the proposal to introduce LW for GCC employees (including Schools) has now gone via an Overview & Scrutiny Committee and then to Cabinet (late October 2013).

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						It will be considered as part of the 2014/15 budget setting process early in the New Year. The likely scenario is a 'Living Wage Supplement' as there is no current appetite for full accreditation to the Living Wage foundation (primarily due to the contractor/procurement related issues).
County 4 Somerset County Council			x			Our unions raised it for discussion at our October 2013 County Consultative Conference in the context of the consultation on National Green Book Pay Claim for 2014/15. The point was noted. No further action, pending local consultation and outcome of the national negotiations.
District 1 Exeter City Council				x		The intention is to implement a living wage from 1 January 2014 (subject to Council approval; a report is going to committee in December 2013 with) It is more likely than not that this will be approved.
District 2 Cotswold District Council			x			Very few (20) are employed under the Living Wage amount – 19 of these are in Leisure and are subject to an imminent TUPE transfer.
District 3 Cheltenham Borough Council			x			Only employ apprentices below Living Wage, no other staff
District 4 Forest of Dean District Council			x			But are uplifting cleaners' pay.
District 5 East Devon District Council	x					Implemented 1/11/13 for all employees, including apprentices.

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District 6 Mid Devon District Council					x	It was mentioned by Members some time ago and I was asked to explain the difference between the Living Wage and the Minimum Wage. However it has gone no further than that and we have no current plans to go anywhere with it.
District 7 North Dorset District Council	x					
District 8 Sedgemoor District Council	x					
District 9 Stroud District Council	x					Implemented the LW from September for our staff but will not apply for accreditation as Living Wage employer due to pending EU legislation re contractors
District 10 South Hams District Council				x		
District 11 West Devon District Council				x		
District 12 South Somerset District Council					x	Working towards the living wage by eliminating the lower spine points. Our lowest spine point for staff (other than apprentices, and some casual posts) is scp 9.
District 13 Teignbridge District Council			x			
District 14 Tewkesbury Borough				x		We have a general aspiration to implement it, but would prefer it if this was implemented by NJC and the

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Council						pay spine was agreed nationally.
Districts 15 & 16 West Dorset District Council & Weymouth and Portland Borough Council					x x	Reports have been put to both sets of Members within the past 3 months and they confirmed that the living wage principle 'should be considered as an area for development in future pay policy'.
District 17 West Somerset Council				x		Councils at West Somerset Council and Taunton Deane Borough Council have a recommendation going to Council on 12 November to move to the Living Wage as part of the shared services project.
Districts 18 & 19 Christchurch Borough Council and East Dorset District Council					x x	Our councils have not considered the application of the living wage and have no plans to do so
Districts 20 Torridge District Council					x	Other than to mention it when talking to Councillors about pay pressures etc., TDC has not formally considered adopting this because of the upward resulting pressure that could result.
District 21 North Devon District Council				x		We are currently researching the implications of introducing the living wage. These will then be considered by our senior management team.
District 22 Gloucester City Council	x					We implemented the Living Wage on 01 November 2013. Please note that this was not for zero hours employees.
District 23 Taunton Deane Borough Council				x		Taunton Deane is still considering implementing this - it has been raised by UNISON and is likely to be considered as part of a review of terms and conditions

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						of employment next year. (Councils at West Somerset Council and Taunton Deane Borough Council have a recommendation going to Council on 12 November to move to the Living Wage as part of the shared services project.)
District 24 Mendip District Council				x		Currently all staff are paid at or above the LW.
District 25 Purbeck District Council					x	At Purbeck we have not looked at this. The only staff we have that earn under the living wage (£7.65) are our casual staff that work at the Sports Centre. These are young people who are still at school. Otherwise all staff earn over this hourly rate.
TOTAL	6	1	8	17	8	

Plus:

Fire 1 Devon and Somerset Fire and Rescue Service			x			No plans to implement the Living Wage. However only one grade includes points below the LW and all staff currently employed on this are at the top of the grade and above the LW.
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