

Council 10 October, 2019

The Living Wage

Labour Group to move:

Council notes:

- 1 In 2016 the government introduced a higher minimum wage rate called the National Living Wage, for those aged over 25 years;
- 2 This National Living Wage is not based on actual living costs. Instead, it is based on a target to reach 60% of median earnings by 2020 and currently stands at £8.21 per hour. The Minimum Wage for those under 25 is £7.70 per hour;
- 3 The Real Living Wage rate is independently calculated and based on what people need to get by. The Real Living Wage stands at £9 per hour outside London for those aged 18 and above. The rate is announced in the first week of November; and
- 4 Over 5,000 UK employers are now accredited by the Living Wage Foundation and voluntarily pay the Real Living Wage, including a number of local authorities. Bath and North East Somerset Council pays all employees on our main payscale the Real Living Wage.

Council believes:

- 5 Paying the Real Living Wage not only benefits employees but also employers and the wider economy.

Council agrees:

- 6 To ask the Cabinet within the budget proposals to consider the implications of the Council signing up for accreditation as a Living Wage Employer with the Living Wage Foundation; and
- 7 To use its influence as a major local employer and provider of services to urge other local employers to pay the Real Living Wage.