



Response to Request for Information

Reference FOI 051579
Date 19 May 2015

Living Wage

Request:

- 1) On your most recent pay settlement date, did you pay at least the living wage prevailing at that time* to your lowest paid directly employed staff?

No - Grade 1 scale point 1 is paid at £7.70 per hour. Scale point 2 is paid at £7.88 per hour.

- 2) Is it your policy to uprate minimum pay rates for your lowest paid directly employed staff to at least the living wage at every annual pay settlement?

Wolverhampton City Council implemented a new grade structure in April 2013 with the then living wage rate as the minimum pay point. At this point we implement a Single Status agreement.

We have only been able to uplift the lowest grades in line with the nationally negotiated pay awards, as to do otherwise would potentially corrupt the Single Status agreement.

- 3) Do you require contractors to pay the living wage whenever a new contract or contract renewal is signed?

Not at present. We are looking at how other authorities have tackled our Single Status conundrum. When we are able to resolve this we will look at the practice in relation to contractors.

- 4) If you do not pay the living wage to directly employed staff at the current time, do you have an aspiration to pay it in the near future (within the next two years)?

Given the crisis in local authority funding, our aspiration to achieve a living wage settlement may be frustrated by financial constraints.

- 5) If you do not require contractors to pay the living wage at the current time, do you have an aspiration to establish such arrangements in the near future (within the next two years)?

Please see above.

- 6) If you do not pay the living wage to directly employed staff, would you be minded to introduce a living wage if you were not subject to public sector budget cuts and / or government caps on pay settlements?

This would be our aspiration – please see above.

- 7) *Please state the name of the employer below:*

Wolverhampton City Council

- 8) *If you have any further comments on answers to these living wage questions, please state below:*