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PERSONNEL COMMITTEE

DECISION SUMMARY

16 March 2015

Item 7 – The Introduction of a Living Wage for Kirklees Council Staff

That the Personnel Committee approves the recommendations set out in the report to make the changes to the terms and conditions of employment to facilitate the introduction of a Living Wage for Kirklees Council employees. These recommendations are:-

- (1) To introduce a Kirklees Living Wage of £7.88 for employees using the Single Status Employee Handbook.
- (2) That the Living Wage is introduced on a contractual basis, committing the Council to a lowest pay rate of SCP 11 and that the agreed Living Wage is used for the payment of overtime/additional hours working.
- (3) That the rate for the Kirklees Living Wage be reviewed by Directors as part of the budget process for 2016/17 with regard to wider circumstances rather than using future increases suggested by the Living Wage Foundation.
- (4) That, in April 2015, Directors consider a further report looking at the effect of a market rate supplement on the Living Wage on differentials, in particular in catering and cleaning and in accordance with the Council policy on market rate supplements.