

14 LIVING WAGE (AN42-2012)

It has recently been publicised that a majority of Scottish Councils are moving towards introducing a minimum living wage of £7.20 per hour.

Eleven Councils already pay their staff the living wage and six Councils have now confirmed they will pay it from April this year, while another two have indicated their intention to introduce the living wage. The Scottish Government and its agencies already pay their own employees a living wage and encourage all other employers within the public, private and third sectors in Scotland to consider doing likewise. However, Scottish Councils are separate employers and although Local Government Employees are subject to some terms and conditions negotiated nationally via COSLA, it is a matter for each Council to determine its own grade structure and rates of pay.

It is, therefore, recommended that the Committee approves that appropriate officers be instructed by the Chief Executive to investigate all aspects of introducing a living wage within Dundee City Council, including affordability, equal pay considerations, any impact on the single status job evaluation based grade structure, possible timing of introduction, etc, and report their findings back to Committee.