

ITEM No ...4.....

REPORT TO: POLICY AND RESOURCES COMMITTEE – 12TH SEPTEMBER, 2016
REPORT ON: SCOTTISH LIVING WAGE ACCREDITATION
REPORT BY: CHIEF EXECUTIVE
REPORT NO: 279-2016

1.0 PURPOSE OF REPORT

1.1 This Report confirms Dundee City Council's intention to apply for the Scottish Living Wage accreditation.

2.0 RECOMMENDATIONS

2.1 It is recommended that Committee:-

- (a) notes that there are no practical obstacles to securing Scottish Living Wage accreditation for Dundee City Council.
- (b) instructs Officers to submit an application to achieve accreditation prior to Living Wage Week in November 2016.

3.0 FINANCIAL IMPLICATIONS

3.1 Payment of Living Wage to all Council staff and to Tayside Contracts staff who are employed on Council premises is contained within existing revenue budgets. While some Contractors or Sub-Contractors may not currently pay the Living Wage, progress towards this will be set out in "milestones" which form part of the application for accreditation.

There is an overall accreditation fee of £400 which will be contained within existing revenue budgets.

4.0 BACKGROUND

4.1 On 9th November, 2015, Committee agreed that an Officers Working Group be created to review the practical steps required to achieve Scottish Living Wage Accreditation (Article IX of the Minute of Meeting and Report No 395-2016 refer). An update on the work of this Group was presented to Committee on 27th June, 2016 (Article V of the Minute of Meeting and Report No 235-2016 refer).

4.2 It has been ascertained that there are no practical obstacles to securing accreditation. Work is underway to establish the current position of all Contractors and Sub-Contractors and there is a requirement to work with them to promote and monitor progress towards the payment of a Scottish Living Wage to all employees. The action required to support them will therefore form a significant element of the Council's application for accreditation.

4.3 Further requirements around the Council's procurement and community benefit approaches (including the payment of the Scottish Living Wage to Health and Social Care Staff was addressed through the Scottish Government's finance settlement for 2016/17 and as a result, will receive the Living Wage from 1st October, 2016.

5.0 CONSULTATION

5.1 The Executive Director of Corporate Services and Head of Democratic and Legal Services have been consulted on, and are in agreement with, the terms of this Report.

6.0 POLICY IMPLICATIONS

6.1 This Report has been screened for any implications in respect of sustainability, strategic environmental assessment, anti-poverty, equality impact assessment and risk management. Progressing Living Wage accreditation will make a significant contribution to the anti-poverty objectives set out in the Council's Fairness Strategy.

7.0 BACKGROUND PAPERS

7.1 None

DAVID R MARTIN, CHIEF EXECUTIVE

23rd August, 2016