

Implementation of the Living Wage

Report of the Chief Fire Officer

For further information about this report please contact John Redmond, Chief Fire Officer, on 01743 260201 or Ingrid Jones, Human Resources Manager, on 01743 260211.

1 Purpose of Report

This report explains what the Living Wage is and the implications of its implementation on Shropshire Fire and Rescue Service.

2 Recommendations

The Committee is asked to consider the implementation of the Living Wage with effect from 1 October 2015 and make recommendations accordingly to the Fire Authority.

3 Background

The living wage is based on the amount an individual needs to earn to cover the basic costs of living. It is an informal benchmark, not a legally enforceable minimum level of pay, like the national minimum wage.

The living wage is currently calculated by the Centre for Research in Social Policy at Loughborough University. The basic idea is that these are the minimum pay rates needed to let workers lead a decent life.

The living wage is currently set at £9.15 an hour in London and £7.85 an hour in the rest of the United Kingdom. By comparison, the national minimum wage is significantly lower. From 1 October 2015, the national minimum wage for adults aged 21 and over is £6.70, and £5.30 for those aged 18 to 20. Other rates apply for those aged 16 to 17 and apprentices.

4 Current Pay and Grading Structure

The current pay and grading structure uses 12 Grades, two of which (Grades 1 and 2) are no longer in use. With the exception of Grade 12, all grades have 5 pay scale points within them (please see appendix).

5 Proposed Pay and Grading Structure

If the first pay scale point (pay scale point 11) in Grade 3 were removed, all pay points would equate to a higher hourly rate than the living wage. This would result in Grades 3 and 12 having four pay scale points and the others having five.

6 Financial Implications

If the Living Wage were to be adopted with effect from 1 October, all existing staff would have reached pay scale point 11 and would be paid above the living wage. There would, therefore, be no financial implications for existing staff.

All future employees would be appointed on scale pay point 11 or above. The difference between this and pay scale point 10 is £869 per annum. As the number of new recruits onto this pay Grade are low (1 in 2013/4 and 2 in 2014/5) the cost to the Authority would be negligible.

7 Legal Comment

There are no legal implications arising from this report.

8 Initial Impact Assessment

This report contains merely statements of fact / historical data. An Initial Impact Assessment is not, therefore, required.

9 Equality Impact Assessment

There are no equality or diversity implications arising from this report. An Equality Impact Assessment is not, therefore, required.

10 Appendix

National Joint Council Salary Grades

11 Background Papers

There are no background papers associated with this report.

National Joint Council Salary Grades

Grade	01-Apr-05	01-Apr-06	01-Apr-07	01-Apr-08	01-04-09	01-04-13	01-01-15	01-10-15	Points
1	£10,872	£11,193	£11,577	£11,961	£12,145	£12,266			4
	£11,127	£11,454	£11,737	£12,125	£12,312	£12,435			5
	£11,286	£11,619	£11,907	£12,299	£12,489	£12,614			6
	£11,649	£11,994	£12,291	£12,592	£12,787	£12,915			7
2	£11,649	£11,994	£12,291	£12,592	£12,787	£12,915			7
	£12,078	£12,372	£12,678	£12,989	£13,189	£13,321			8
	£12,381	£12,747	£13,062	£13,382	£13,589	£13,725			9
	£12,642	£13,014	£13,336	£13,663	£13,874	£14,013			10
3	£12,642	£13,014	£13,336	£13,663	£13,874	£14,013	£14,338	£14,338	10
	£13,458	£13,854	£14,197	£14,545	£14,733	£14,880	£15,207	£15,207	11
	£13,737	£14,142	£14,492	£14,847	£15,039	£15,189	£15,523	£15,523	12
	£14,106	£14,523	£14,882	£15,247	£15,444	£15,598	£15,941	£15,941	13
	£14,364	£14,787	£15,153	£15,524	£15,725	£15,882	£16,231	£16,231	14
4	£14,364	£14,787	£15,153	£15,524	£15,725	£15,882	£16,231	£16,231	14
	£14,664	£15,096	£15,470	£15,849	£16,054	£16,215	£16,572	£16,572	15
	£15,015	£15,459	£15,842	£16,230	£16,440	£16,604	£16,969	£16,969	16
	£15,372	£15,825	£16,217	£16,614	£16,830	£16,998	£17,372	£17,372	17
	£15,675	£16,137	£16,536	£16,941	£17,161	£17,333	£17,714	£17,714	18
5	£15,675	£16,137	£16,536	£16,941	£17,161	£17,333	£17,714	£17,714	18
	£16,260	£16,740	£17,154	£17,574	£17,802	£17,980	£18,376	£18,376	19
	£16,854	£17,352	£17,781	£18,217	£18,453	£18,638	£19,048	£19,048	20
	£17,469	£17,985	£18,430	£18,882	£19,126	£19,317	£19,742	£19,742	21
	£17,922	£18,450	£18,907	£19,370	£19,621	£19,817	£20,253	£20,253	22
6	£17,922	£18,450	£18,907	£19,370	£19,621	£19,817	£20,253	£20,253	22
	£18,450	£18,993	£19,463	£19,940	£20,198	£20,400	£20,849	£20,849	23
	£19,053	£19,614	£20,099	£20,591	£20,858	£21,067	£21,530	£21,530	24
	£19,656	£20,235	£20,736	£21,244	£21,519	£21,734	£22,212	£22,212	25
	£20,295	£20,895	£21,412	£21,937	£22,221	£22,443	£22,937	£22,937	26
7	£20,295	£20,895	£21,412	£21,937	£22,221	£22,443	£22,937	£22,937	26
	£20,970	£21,588	£22,122	£22,664	£22,958	£23,188	£23,698	£23,698	27
	£21,654	£22,293	£22,845	£23,405	£23,708	£23,945	£24,472	£24,472	28
	£22,512	£23,175	£23,749	£24,331	£24,646	£24,892	£25,440	£25,440	29
	£23,265	£23,952	£24,545	£25,146	£25,472	£25,727	£26,293	£26,293	30
8	£23,265	£23,952	£24,545	£25,146	£25,472	£25,727	£26,293	£26,293	30
	£24,000	£24,708	£25,320	£25,940	£26,276	£26,539	£27,123	£27,123	31
	£24,708	£25,437	£26,067	£26,706	£27,052	£27,323	£27,924	£27,924	32
	£25,437	£26,187	£26,835	£27,492	£27,849	£28,127	£28,746	£28,746	33
	£26,157	£26,928	£27,594	£28,270	£28,636	£28,922	£29,558	£29,558	34
9	£26,157	£26,928	£27,594	£28,270	£28,636	£28,922	£29,558	£29,558	34
	£26,703	£27,492	£28,172	£28,862	£29,236	£29,528	£30,178	£30,178	35
	£27,411	£28,221	£28,919	£29,628	£30,011	£30,311	£30,978	£30,978	36
	£28,179	£29,010	£29,728	£30,456	£30,851	£31,160	£31,846	£31,846	37
	£29,004	£29,859	£30,598	£31,348	£31,754	£32,072	£32,778	£32,778	38
10	£29,004	£29,859	£30,598	£31,348	£31,754	£32,072	£32,778	£32,778	38
	£29,958	£30,843	£31,606	£32,380	£32,800	£33,128	£33,857	£33,857	39
	£30,747	£31,653	£32,436	£33,231	£33,661	£33,998	£34,746	£34,746	40
	£31,557	£32,487	£33,291	£34,107	£34,549	£34,894	£35,662	£35,662	41
	£32,361	£33,315	£34,140	£34,976	£35,430	£35,784	£36,571	£36,571	42

11	£32,361	£33,315	£34,140	£34,976	£35,430	£35,784	£36,571	£36,571	42
	£33,168	£34,146	£34,991	£35,848	£36,313	£36,676	£37,483	£37,483	43
	£33,984	£34,986	£35,852	£36,730	£37,206	£37,578	£38,405	£38,405	44
	£34,746	£35,772	£36,657	£37,555	£38,042	£38,422	£39,267	£39,267	45
	£35,586	£36,636	£37,543	£38,463	£38,961	£39,351	£40,217	£40,217	46
12	£35,586	£36,636	£37,545	£38,463	£38,961	£39,351	£40,217	£40,217	46
	£36,402	£37,476	£38,404	£39,345	£39,855	£40,254	£41,140	£41,140	47
	£37,212	£38,310	£39,258	£40,220	£40,741	£41,148	£42,053	£42,053	48
	£38,010	£39,132	£40,101	£41,083	£41,616	£42,032	£42,957	£42,957	49
13				£41,083	£41,616	£42,032	£42,957	£42,957	49
				£41,969	£42,092	£42,512			50
				£42,848	£42,973	£43,402			51
				£43,994	£44,123	£44,564			52
14				£43,994	£44,123	£44,564			52
				£44,560	£44,690	£45,136			53
				£45,429	£45,562	£46,017			54
				£46,311	£46,447	£46,911			55
15				£46,311	£46,447	£46,911			55
				£47,191	£47,329	£47,802			56
				£48,036	£48,176	£48,657			57
				£48,924	£49,067	£49,557			58
				£49,800	£49,946	£50,445			59
				£50,430	£50,578	£51,083			60