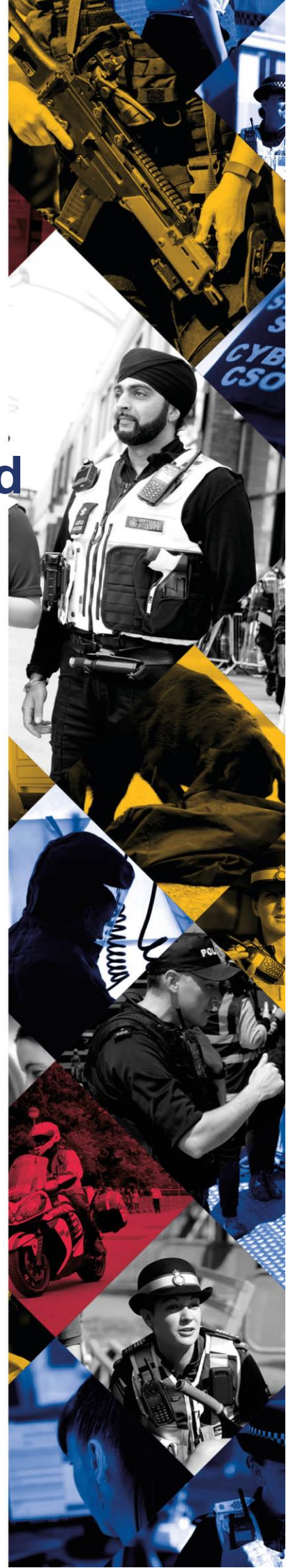




|Living Wage

|Strategy Performance Board

2022



1. PURPOSE AND RECOMMENDATION

- 1.1 The purpose of this report is for information and to consider the following recommendations:
- 1.2 Remove the use of Spinal Column Point 8, in the recruitment of all future posts.
- 1.3 Consideration for Gwent Police to be accredited for the voluntary Real Living Wage scheme.

2. INTRODUCTION & BACKGROUND

- 2.1 This report provides details on Gwent Police position in relation to the minimum National Living and Real Living Wage rates. It also clarifies the steps being taken to maintain compliance within the statutory provisions.
- 2.2 The National Living Wages replaced the National Minimum Wage for those aged 23 and over and legally requires employers to pay their staff a minimum rate per hour. Most people aged over 25 who were previously covered by the National Minimum Wage will be covered by the National Living Wage.
- 2.3 In April 2022, the government increased the National Living Wage by 6.6% to £9.50
- 2.4 Below are the definitions and breakdowns in relation to the three wage rates

	The Minimum Wage	National Living Wage	Real Living Wage
Definition	A wage a worker should get depends on their age and if they're an apprentice Government minimum rate for under 23s	Government minimum rate for over 23s	The only wage rate based on what people need to live
What is it (As of April 2022)	£9.18	£9.50	£9.90
Is it the Law?	Statutory	Statutory	Voluntary
What age group is covered?	21 and older	23 and older	18 and older
How is it set?	Negotiated settlement based on recommendations from businesses and trade unions	A % of medium earnings, it aims to reach 66% of median earnings by 2024	Calculation made according to the cost of living, based on a basket of household goods and services
London Weighting	No London weighting	No London weighting	Yes – separate higher rate for London £11.05 in London



- 2.5 The Real Living Wage is the only UK wage rate that is voluntarily paid by over 10,000 UK businesses who believe their staff deserve a wage which meets every day needs - like the weekly shop, or a surprise trip to the dentist. The is higher because they are independently calculated based on what people need to get by and meets the cost of living, not just the government minimum.
- 2.6 The Living Wage Foundation, working with Cardiff Business School, released new data demonstrating the business benefits of implementing the real Living Wage. The survey of more than 800 accredited real Living Wage businesses, ranging from SME's to FTSE 100 companies, found that 93% reported they had gained as a business after becoming a real Living Wage employer.
- 2.7 The research found that the Living Wage accreditation had:
- enhanced the organisation's reputation as an employer 86%
 - differentiated the organisation from others in the same industry 64%
 - improved relations between staff and managers 58%
 - increased commitment and motivation of Living Wage employees 57%
 - improved recruitment of employees into jobs covered by the Living Wage 53%
- 2.8. Gwent pay scales were reviewed as part of the increase to the National Living Wage in April 2022. Below are the starting scales for the force. Currently all spinal points are above the National Living Wage (£9.50) and Real Living Wage (£9.90).

GRADE	BW Spinal Pt		01/09/2021	01/04/2022	
2	S08		18873	19272	£ 10.02
2	S09		19284	19689	£ 10.23
3	S10		19704	20118	£ 10.46
3	S11		20112	20535	£ 10.67
3	S12		20526	20958	£ 10.89
3	S13		20958	21399	£ 11.12

- 2.9 Within the force there are only 2 posts that are within the spinal point pay grade 2. These are interns within the cyber crime workstream. These posts are a student placement programme linked with the University. To be moved to S10 as of 1st August to support attraction and retention, and in consideration that the interns are bringing new methodologies and research to the force.
- 2.10 Apprentices are out of scope for this paper. They are paid a spot salary of £8.51 age 21-22 minimum wage in year 1 moving to Full Adult rate of £9.50 per hour minimum wage in year 2.

This is much higher than the legal requirement of £4.81 per hour and considers the significant investment to the development and training of the apprentices during their 2 years. The pay structure puts Gwent Police in a strong position in the region as an apprentice's employer of choice. The current cohort starts year 2 in September 2022 and cohort 2 will start September 2023.

3 NEXT STEPS

- 3.1 A review of grades and spinal column points to support the current job family project and address collaborative pay issues, is underway in People Services.

4 FINANCIAL CONSIDERATIONS

- 4.1 With the economic demands worldwide, the force will need to maintain monitoring of the Government changes to the National Living Wages in 2023. If the Government were to increase the rate in 2023 by the same approach as taken in 2022 of 6.6%, this would result in a National Living Wage of £10.19
- 4.2 If this were to occur, the spinal point 8 of grade 2 would be below the National Living Wage. Two posts would be affected, the recommendation would be to remove spinal point 8 and the interns as only in placement for 12 months commence on spinal point 9.
- 4.3 There is currently no police staff member on spinal column point 8, as they have moved to spinal column point 8, after 6 months service. This is in line with our current terms and conditions of employment.

5 PERSONNEL CONSIDERATIONS

- 5.2 November 2021, Dyfed Powys Police were the first Welsh force to be accredited as a Living Wage employer, pledging that all police staff, officers and agency staff working for the Force, receive a minimum hourly wage of £9.90. This is significantly higher than the governments minimum for over 18s, which is currently £6.83 and over 23s of £9.50.
- 5.3 South Wales Police has also committed to being a Real Living Wage employer.
- 5.4 It is recommended that Gwent Police become accredited to the voluntary Real Living Wage Scheme and remove the use of Spinal Column Point 8, in the recruitment of all future posts.

6 EQUALITIES & HUMAN RIGHTS CONSIDERATIONS



- 6.2 This report has been considered against the general duty to promote equality, as stipulated under the Joint Strategic Equality Plan and has been assessed not to discriminate against any particular group.
- 6.3 In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.

7 PUBLIC INTEREST

7.1 In producing this report, has consideration been given to 'public confidence'? **Yes**

7.2 Are the contents of this report, observations and appendices necessary and suitable for the public domain? **Yes**

7.3 If you consider this report to be exempt from the public domain, please state the reasons:
N/A

8 REPORT AUTHOR

8.1 Sarah Davies HR & Planning Lead

9 LEAD CHIEF OFFICER

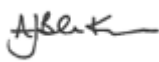
9.1 DCC Blakeman

10 CHIEF OFFICER APPROVAL

10.1 I confirm this report has been discussed and approved at a formal Chief Officers' meeting.

10.2 I confirm this report is suitable for the public domain for the reasons stated in 7.3.

Signature:



Date: 10.08.2022

