

**SUBJECT:** ACCREDITED REAL LIVING WAGE INCREASE OCTOBER 2024

**DIRECTORATE:** CHIEF EXECUTIVE AND TOWN CLERK

**REPORT AUTHOR:** ALI THACKER – HR AND PAYROLL TEAM LEADER

## **1. Purpose of Report**

- 1.1 To recommend to Executive the proposed increase to the real living wage announced by the Living Wage Foundation in October 2024.

## **2. Background**

- 2.1 The Council is committed to maintaining its Living Wage accreditation and to do so the Council has six months to implement the accredited living wage following an increase.
- 2.2 In October 2024 it was announced that the real living wage would increase from £12.00 an hour to £12.60 an hour.

## **3. Implementation**

- 3.1 The aim of implementing the accredited living wage is to ensure that no employees are paid below the accredited living wage hourly rate.

Since achieving accreditation, the Council has taken an active role externally to encourage Lincoln businesses to also pay the real living wage.

As of 31.12.2024, there are 33 employees who are paid less than the proposed living wage rate of £12.60. 17 are on SP02 and 16 are on SP03.

## **4. Strategic Priorities**

### **4.1 Let's drive economic growth**

Provision of the living wage to employees supplies them with a higher disposable income which is likely to be spent locally.

### **4.2 Let's reduce all kinds of inequality**

Provision of the living wage protects the poorest people in Lincoln by providing a wage which is considered to be at a level to provide a living, in contrast to the minimum wage.

## **5. Organisational Impacts**

### **5.1 Finance**

There would be no financial impact as budgets take into account an assumed pay award which is over and above £12.60 per hour.

## **6. Recommendation**

- 6.1 To recommend to Executive implementation of the latest living wage uplift during April 2025.

**Is this a key decision?** No

**Do the exempt information categories apply?** No

**Does Rule 15 of the Scrutiny Procedure Rules (call-in and urgency) apply?** No

**How many appendices does the report contain?** None

**List of Background Papers:** None

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