

This Council Notes

1. The Living Wage is set by the Living Wage Foundation currently calculated to £10.90 per hour (Outside of London).
2. The National Living Wage, a separate concept, which is set by the Government, is the top age band of the National Minimum Wage Structure and is currently set at £10.42 per hour.
3. The Ribble Valley Pay Policy Statement currently sets the pay of its lowest paid workers at National Living Wage rates as opposed to Living Wage Foundation Rates.
4. Across the country there are 12,500 recognised Living Wage employers; 1250 of which are in the North West, including neighbouring Borough Councils such as Rossendale, South Ribble, Bury and Burnley Boroughs. Several Town Councils are recognised as well as Lancashire County Council and the office of the Lancashire Police and Crime Commissioner.
5. *“The basic intuition behind the Living Wage is a simple one: to determine the wage rate necessary to ensure that households earn enough to reach a minimum acceptable living standard as defined by the public.”* (Cominetti & Murphy, Resolution Foundation, 2022)

This Council Believes

1. The Living Wage as set by the Living Wage Foundation is the truest reflection of a wage which is necessary to meet the cost of living.
2. The Living Wage is the most accurate calculation of wages in balance with the cost of living, enabling food, energy and accommodation security.
3. Low pay is now becoming an existential crisis for local government: to continue delivering services for the public, local authorities need workers to deliver those services. But with pay continuing to fall in real terms, local authorities are struggling to recruit and retain staff.
4. The mark of a responsible employer is to pay its staff a wage they can live on.

This Council Resolves

1. To adopt the Living Wage Policy for the lowest paid members of Council Staff both full time and part time aged 18+
2. To make appropriate steps to become accredited by the Living Wage Foundation as a Living Wage Employer.

Sources:

For the real cost of living. (n.d.). Living Wage Foundation. Retrieved June 3, 2023, from <https://www.livingwage.org.uk/>

Low Pay Commission. (2022b). Minimum wage rates for 2023. *GOV.UK*.
<https://www.gov.uk/government/publications/minimum-wage-rates-for-2023>

N Cominetti & L Murphy , *Calculating the Real Living Wage for London and the rest of the UK: 2022*, Resolution Foundation, September 2022. Online: Available at [Calculating-the-real-living-wage-2022.pdf \(resolutionfoundation.org\)](https://www.resolutionfoundation.org/publications/Calculating-the-real-living-wage-2022.pdf)