

Pay Update & Living Wage



Overview

NJC Local Government Services Local 4 Government Association	Mandatory, organised by HM Treasury THE NATIONAL LIVING WAGE	Voluntary, organised by Living Wage Foundation Living Wage Foundation
JE06 £7.52 JE08 £7.66 JE11 £8.04	£7.20	£8.25
Negotiated with Trades Unions	Based on median earnings	Based on cost of living
	Recommended to Government by Low Pay Commission	Set by Centre for Research in Social Policy and Greater London Authority

NJC Local Government

- Public Sector Pay capped at 1% until 2020
- Agreement on new rates for next two years
- Points 6 17 increases between
 6.61% 1.01% from April 2016 and
 3.44% 1.28% from April 2017
- Points 18 and above will receive1% from April 2017 and1% from April 2017



National Minimum Wage

- Chancellors 2015 summer budget announced National Living Wage replacing the National Minimum Wage for those aged 25 and over.
- Introduced in April 2016 at £7.20 and rising to £9.00 by 2020.



Living Wage

- April 2014 Cabinet of North East Lincolnshire Council introduced Living Wage to all directly employed Council employees.
- Agreed motion to work with maintained schools and partners to encourage them to pay Living Wage.
- The Living Wage, in public policy terms, is the minimum income necessary for a worker to meet their basic needs. These are categorised as food, utilities, transport, health care & minimal recreation.

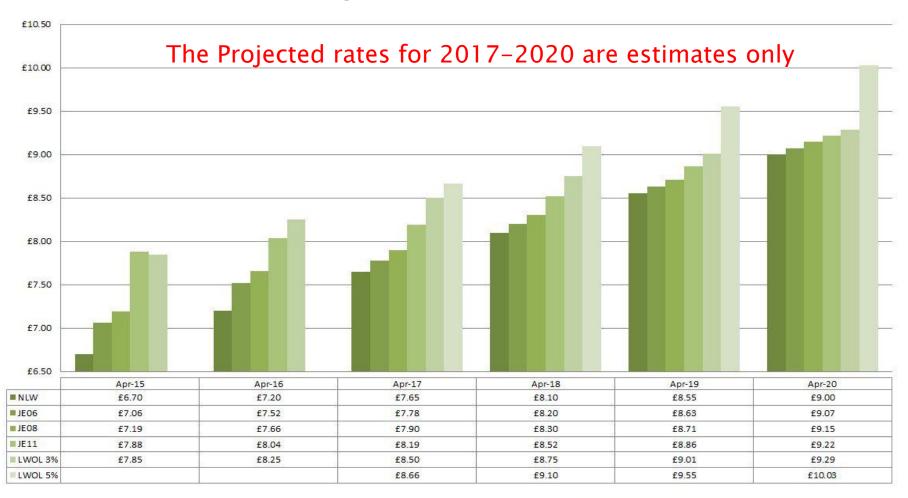


Living Wage

- The Living Wage differs from National Living Wage in that the latter is set by law and is suggested, can fail to meet the basic requirements to have a basic quality of life.
- This can then leave individuals or families reliant on government programmes for additional income.
- The Living Wage is defined as a wage that can meet the basic needs to maintain a safe, decent standards of living within the community.



Pay Estimates





Recommendations & Actions

- Governing bodies to consider the introduction of the Living Wage within their schools
- For further information and advice contact
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