

Living Wage Policies of Constituent Authorities

Cheshire East Council

Cheshire East Council implemented the Living Wage for all staff directly employed by the Council at the meeting of its Staffing Committee on 15th October 2015 and it came into effect from 1st November 2015. A supplement was added to the pay scale points which fell below the Living Wage.

Cheshire West and Chester Council

Cheshire West and Chester Council approved the implementation of the Living Wage for all staff directly employed by the Council at its meeting on 25th February 2016 and it came into effect from 1st April 2016. This included staff under the age of 25 (which the National Living Wage currently excludes). The rate is reviewed annually by Cheshire West and Chester's Staffing Committee and the cost of implementing the proposal for 2016-17 was estimated to be £122k.

The proposal also included supporting Council owned companies, where the Council was the main customer, to implement a Local Living Wage for their staff. It also included working alongside other Council companies and Schools in West Cheshire to encourage the implementation of a Living Wage for their staff. Plans for assisting West Cheshire to become a Living Wage Borough were also agreed.

Warrington Borough Council

Warrington Borough Council agreed to adopt the Living Wage for all staff and integrate it into its salary structure at its meeting on 21st March 2016 and it came into effect from 1st April 2016. A new pay and grading structure reflecting the decision to implement the Living Wage was also agreed.

The payment of the Living Wage is subject to annual review. It was estimated that the introduction of the Living Wage for Council staff would cost an estimated £270k in 2016-17.

The proposal included extending the Living Wage to agency staff continuously engaged for 12 weeks or more by the Council. It also included encouraging schools to pay the Living Wage to their employees and the provision of support and advice from the Council regarding its implementation.

Halton Borough Council

Halton Borough Council has not considered the adoption of the Living Wage. However, it has extended the application of the National Living Wage to members of staff aged under 25 from 1st April 2016.