



REPORT TO CEC 16 APRIL 2013

GMB CAMPAIGN

**“A LIVING WAGE IN EVERY
COUNCIL”**

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The case.

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SUMMARY OF THE CAMPAIGN FOR THE LIVING WAGE IN EVERY COUNCIL

The National Minimum Wage is £6.19 per hour (rising to £6.31 in October). Local authority pay rates start at £6.30 an hour. The Living Wage is £7.45 per hour (£8.55 in London). There are 280,000 council workers paid less than the Living Wage, mainly part-time women. In addition there are many, many more workers who provide local authority services who are paid less than the Living Wage. While the minimum wage rate is restricted by the remit of the Low Pay Commission, the Living Wage is a truer reflection of the cost of living at a reasonable level.

Building on the work done in Scotland and some Councils in England and Wales, GMB together with the Living Wage Foundation developed a pack of materials to use to request and campaign for a Living Wage.

The purpose was two-fold:

- (i) firstly to achieve the Living Wage
- (ii) secondly, to raise GMB activity levels with local authorities involving our activists, members and potential members.

The considerable momentum that has very quickly built up means that the summary of progress to date is:

- All 32 local authorities in Scotland have implemented the Living Wage and GMB Scotland is campaigning to make this a national condition and to extend it to contractors.
- 81 local authorities in England and Wales have either implemented or have committed to implement the Living Wage.
- Aside from Scotland, GMB has engaged with 170 councils in England and Wales to campaign for the Living Wage.

The Regional reports included in this CEC report show the extensive efforts being made in all GMB Regions. In addition, the campaign can be developed as highlighted at the end of this report.

LIST OF COUNCILS WHO HAVE IMPLEMENTED OR AGREED TO IMPLEMENT THE LIVING WAGE

1. Ashfield
2. Barking & Dagenham
3. Barnsley
4. Bassetlaw
5. Blackpool
6. Birmingham
7. Braintree
8. Brent
9. Brighton & Hove
10. Bristol
11. Bromsgrove
12. Burnley
13. Caerphilly
14. Cambridge City
15. Cambridgeshire
16. Cherwell District
17. Calderdale
18. Camden
19. Cardiff
20. Carlisle
21. Chorley
22. City of London
23. Coventry
24. Crawley
25. Croydon
26. Dartford
27. Deal Town
28. Derby City
29. Ealing
30. Enfield
31. Gedling DC
32. Gloucester City
33. Greenwich
34. Haringey
35. Harlow
36. Harrow
37. Hounslow

38. Hyndburn
39. Ipswich
40. Islington
41. N Kesteven DC
42. Lambeth
43. Leicester City
44. Lewisham
45. Mansfield
46. Manchester
47. Melton Mowbray
48. Newark & Sherwood
49. Newham
50. Newcastle under Lyme
51. Newcastle City
52. Newport
53. Norwich
54. Nottingham City
55. Oldham
56. Oxford City
57. Plymouth
58. Preston
59. Redcar
60. Rossendale
61. Salford
62. Sandwell
63. Scarborough
64. Sheffield
65. Slough
66. South Gloucestershire
67. Southwark
68. Surrey
69. Swindon
70. Swansea
71. Tamworth
72. Thurrock
73. Tower Hamlets
74. S Tyneside
75. Walsall
76. Winchester
77. Wirral
78. Worcester
79. Wolverhampton
80. Wyre Forest
81. York

REPORTS OF CAMPAIGNING ACTIVITY

GMB SCOTLAND

Region has negotiated the introduction of the living wage in all councils in Scotland. The national pay offer includes a proposal for a £7.50 living wage in all councils.

Region pursuing the living wage with all contractors using the GMB materials.

BIRMINGHAM & WEST MIDLANDS

Birmingham City Council
Implemented.

Bromsgrove
The Council has agreed in principle to pay the Living Wage.

Cannock
Follow up campaign organised.

Cherwell DC
The council has agreed to pay the Living Wage.

Coventry City Council
Letters and emails have been sent to the Labour Group Leaders.
Response received stating they the Council fully support the Living Wage and hoping to implement sometime next year.

Dudley
Council not against implementation but do not feel they can currently commit as they are implementing Single Status and making payments relating to equal pay claim. Information with regard to how many employees are below the Living Wage has been requested.

Hereford
No outcome yet. Information has been requested with regard to the number of employees below the Living Wage.

Herefordshire County Council
Awaiting response. Has been chased.

Lichfield DC
Letters and emails have been sent to the Labour Group Leaders.
Response received stating they the Council fully support the Living Wage and hoping to implement sometime next year.

Malvern Hills District Council
Council has been approached for the information on numbers affected and what steps they intend to take to implement the Living Wage.

Newcastle BC
Living Wage should be introduced April 2013, plus pressure on sub contractors who work for the Council.

Northampton BC
Region has sent a request for information with regard to the number of employees below the Living Wage. A meeting of the Labour Group has also been arranged to solicit support from them.

North Warwickshire BC
Letters and emails have been sent to the Labour Group Leaders.

Nuneaton and Bedworth BC
Letters and emails have been sent to the Labour Group Leaders.

Oxford City Council
The council has agreed to pay the Living Wage.

Rugby

Letters and emails have been sent to the Labour Group Leaders.

Sandwell

Council have been approached and has agreed to implement in principle. A timescale is being pursued.

Staffordshire

Region have made arrangement to meet with HR.

Shropshire

A campaign has commenced. Notice Boards have been furnished with campaign information and a meeting with the Head of HR has taken place. The authority has undertaken further analysis of the cost to the authority if it were to adopt the living wage. It has been estimated that the cost to the authority would be estimated at £1.2m and therefore the authority is not in a position to implement it.

Solihull Metropolitan Borough Council

Letters and emails have been sent to the Labour Group Leaders.

Tamworth

Letters and emails have been sent to the Labour Group Leaders.

Response received stating they the Council fully support the Living Wage and hoping to implement sometime next year.

Walsall Metropolitan Borough Council

Letters and emails have been sent to the Labour Group Leaders.

Response received stating they the Council fully support the Living Wage and hoping to implement sometime next year.

Warwickshire DC

Letters and emails have been sent to the Labour Group Leaders.

Wolverhampton

Council is planning to implement as part of a collective agreement on single status.

Worcester City Council

Current have 21 employees below the Living Wage and intend to implement in 2014/15 budget.

Worcester County Council

Awaiting formal response from Council but it did go to before the Full Council with a proposal to move towards it by removing the lowest 2 spinal points. Unfortunately it was referred back to the Scrutiny Panel for further assessment.

Wychavon District Council

Council has been approached for the information on numbers affected and what steps they intend to take to implement the Living Wage.

Wyre Forest

Confirmation has been received that Wyre Forest intend to implement the Living Wage.

LONDON REGION

Bedford Borough Council

The Labour Group have put forward a motion to Full Council. The Authority are currently compiling a report in relation to the cost of implementation. Region sit on the sub group and it appears the cost will be in the region of £77,000 including Agency Staff.

Breckland District Council

Region has written to this Council using the GMB template letters and also to all Labour councillors asking them to move the model motion provided by GMB.

Braintree District Council

Discussions commenced with Braintree district council. It is slightly different in Braintree as no one is employed on less than the LW, but Region will use this as a way to publicise the GMB and raise our profile.

Broadland District Council

Region has written to this Council using the GMB template letters and also to all Labour councillors asking them to move the model motion provided by GMB.

Buckinghamshire CC

GMB does not have recognition with this Council but have written to them. Awaiting a reply.

Cambridge City Council

Agreed with our request and everyone has been moved up to the Living Wage

Cambridgeshire County Council

The Labour Group support the Living Wage Campaign and this is the first point in their manifesto for the County Council Elections. The only group of staff below the rate in CCC are employed by CCS an arms length company.

Camden

The council has agreed to pay the Living Wage.

Castle Point Borough Council

Region wrote to the Leader of the Opposition and will be actively pursuing this.

Central Bedford Council

A motion has been submitted by our only Councillor. It is extremely unlikely that CBC will move on this issue.

City of London

The City of London's directly employed staff other than casual staff receive more than London Living Wage.

Region have been campaigning for the adoption of the LLW for casual staff and contractors and the corporations court of common council voted to support the London Living Wage late last year.

On 1st April this was rolled out to casual staff, the biggest beneficiaries being the hosts at the Barbican.

The Corporation is adopting LLW tendering when contracts are coming up for renewal. Region are campaigning for this to happen sooner.

Enterprise has the refuse and street cleansing contracts in the City and Region have negotiated the LLW for the sweepers. This was a substantial increase on the previous rates and Region are currently in pay negotiations with the company.

Sodexo has the cleaning contracts for the Police stations and the Guildhall. Region are currently in pay talks with the company having signed a recognition agreement towards the end of 2012. The pay claim is for the LLW, which Sodexo says they support, but they want the City to pay.

Ealing

The council has agreed to pay the Living Wage.

Enfield

The council has agreed to pay the Living Wage.

Epping Forest District Council

Region has written to the Labour Leader to raise this at the Council.

Essex Council Council

Region wrote to the Chief Executive. This will obviously be major campaign for the Region.

Hackney

Council say they are but have not confirmed (or denied) in writing. Region chasing for a reply.

Haringey

The council has agreed to pay the Living Wage.

Harlow District Council

Harlow agreed to pay this from 1 April 2013.

Harrow

Harrow is one of the authorities to pay London Living Wage. This was part of Terms and Conditions,

Hertfordshire CC

GMB does not have recognition with this Council but have written to them. Awaiting a reply.

Ipswich Borough Council

Will pay the living wage to their staff (£ 7.45.) from 1 April affecting approx 90 staff.

Kensington & Chelsea

We have identified that seven people employed by the borough are on the lowest pay spines and not receiving the LLW. We will be raising this with the council.

The Tory flag ship borough has voted consistently against adopting the LLW for contractors, but we have had success with NSL in the borough.

Kings Lynn and West Norfolk District Council

Region has written to this Council using the GMB template letters and also to all Labour councillors asking them to move the model motion provided by GMB.

LB Barking & Dagenham

The LLW was implemented by the Authority in January 2012. Following this we campaigned with the Authority to introduce the one off payment of £250 to assist those employees further at the low end of the pay spectrum within the Council. As a result of our constant campaigning following the announcement by the Mayor in October last of the increase in the LLW to £8.55 we held further meetings with the Leader of the Council in regards to implementing further the LLW.

This resulted in the Labour Administration introducing a LLW of £9.00 per hour with effect from 1st January.

The Cabinet, as part of this agreement also amended the contract to state that all agency staff working on assignments for the LB Barking & Dagenham should also be paid £9.00 per hour.

LB Barnet

On first looking at the pay scales no group of worker appeared to be paid below the LLW. However, it came to light that there are around 400 employees within the catering DSO and Coach Escorts whose pay rate is below the LLW. Region subsequently wrote to the new Interim Chief Executive, using the material supplied by you, but with some amendments requesting that the Council join with other Councils in introducing the LLW for this group of predominately low paid female workers. The response is optimistic given that this is a Tory Authority in so far that they have confirmed that the Leader supports the principle and subject to budgetary restraints, he has asked Officers to look at options. Region are setting up campaign meetings with this group of workers.

LB Brent

Region confirms Brent now pays the London Living Wage.

LB Enfield

Region awaiting a response.

LB Hillingdon

Hillingdon have responded in a typical Tory manner that they have no current intention of introducing the LLW but are keeping the position under review. They have further advised that according to their records only 8.03 full time equivalent posts on the Councils salary levels that are paid marginally below the LLW.

LB Hounslow

Following a campaign led by GMB, the Labour Group agreed on 1st November 2011 to adopt the LLW of £8.30. The Council have now increased the rate to £8.55 with effect from 1st April, and we are in discussions with regard to increasing this to the level achieved within LB Barking & Dagenham.

LB Islington

The Labour Group in Islington were one of the first Local Authorities country wide to gain accreditation from the living wage foundation to implement the LLW of £8.30 per hour. Following discussions between GMB and the Council this has now increased to the current rate of £8.55, from 1st January 2013.

This rate has also been extended to Enterprise who provide the Waste Management Contract that is coming back under Council control with effect from 9th June 2013. The rate was also applied to Grounds maintenance employees within Enterprise the contract of which returned to the Council on 1st January 2013. The increase was backdated to 1st April 2012.

Employees within the building cleaning contract that came back in-house from Kiers in January 2012 have also received the LLW.

Caterlink, NSL and Kier Building maintenance have also applied the rate.

Islington are seeking to get all their contractors to pay the living wage on all existing contracts, the majority of which have complied already. However, further discussions are currently taking place with Care UK who provides residential care services for the elderly.

The Council have just started the tendering process for a number of domiciliary care contracts for 2014, and have confirmed that they will be living wage contracts.

Luton Borough Council

The Labour Group support the Living wage and a Report will be submitted to the next Full council Meeting.

Newham

Already signed up to this.

Norfolk County Council

Region has written to this Council using the GMB template letters.

North Norfolk District Council

Region has written to this Council using the GMB template letters and also to all Labour councillors asking them to move the model motion provided by GMB.

Norwich

The council has agreed to pay the Living Wage.

Peterborough City Council

Labour Group and Lisa Forbes Parliamentary Candidate support the Living wage and have issued press statements. A Report is also being prepared for the next Full Council Meeting.

Southend Borough Council

This is a work in progress.

South Norfolk District Council

Region has written to this Council using the GMB template letters and also to all Labour councillors asking them to move the model motion provided by GMB.

Thurrock

Discussions on going. Meeting arranged with the Chief Executive to clarify matters. Region haven't had to campaign on this as the borough took the initiative. Region have communicated with all members in the borough, which has raised the Union's profile with the membership but will be asking that any future briefing to staff will have GMB input.

Tower Hamlets

All council staff are paid above the London Living Wage. The council has adopted the London Living Wage for all contractors and last year the grounds maintenance staff at OCS had their pay increased to the LLW from £6.50 per hour. Part of this contract has now gone back in-house, the other section has transferred to Veolia, which pay in higher than the Living Wage.

Westminster

Council say they are but have not yet confirmed (or denied) in writing. Region chasing for a response.

Royal Parks

The central London Parks contracts are split between Enterprise, which has three parks and Veolia, which operate the Regents Park contract. The lowest rate on the Enterprise contract has been pegged at the LLW for the last two years and Region are currently in wage negotiations. The Veolia rates are lower, but Region have making progress. Veolia have said, in recent pay talks that they want to increase rates to bring them in line with Enterprise. The contract is up for tender in March 2014. Region in the process of writing to Royal Parks about formally adopting the LLW.

MIDLAND & EAST COAST REGION

Ashfield DC

A motion was submitted to the Council in December 2012 and approved.

Boston Borough Council

Have flatly refused and stated they only recognise the minimum wage. Region are working with local Labour Councillors to keep media pressure and questions to the Council going, but so far they have resisted.

City of Lincoln Council

At City of Lincoln Council the staff side put this on the agenda at the JCC. The Council said they would look at it but only with strings attached, these being reducing/ceasing Part 3 T & C's. The Region objected on behalf of GMB as these measures affected our members much more than any other unions members

Derby City Council

Derby City Council to introduce the Living Wage in conjunction with Job Evaluation in April 2014.

Derbyshire County Council

Region has have written to Derbyshire County Council but as yet we have not had any response.

East Lindsey District Council

At East Lindsey District Council this was going to be discussed at the last branch meeting, but that was cancelled. It will be on the agenda for the next branch meeting. However, the Region understand the council is looking at huge cuts for 2014.

East Riding of Yorkshire Council

David Smith, Head of HR within this Authority confirmed the following with the GMB on 14 March 2013:-

“For avoidance of doubt, the Council’s position remains that it awaits the outcome of the 2013 National Pay Negotiations which are currently ongoing and, therefore, has no immediate plans to implement the Living Wage.

The Council takes great pride in its workforce and values the contributions that all employees make in the provision of services to our residents in the East Riding. However it does not feel that it is appropriate to consider the implementation of the Living Wage as it wishes to support a fair collective bargaining approach that responds to all workers rather than a proportion of the work force.

In considering the significant budget reductions that the local government faces, the Council feels that it would be an irresponsible approach at this stage to consider the implementation of the £7.45 Living Wage rate which would potentially see further consideration of redundancies as a consequence of its implementation”

In view of this Authority’s response, arrangements are to be made at the Council Offices with the GMB Branch Secretary, Colin Crisp and GMB Representatives in order to discuss and circulate workplace posters and petitions to start a campaign.

The Region are looking at 22 April 2013 as a provisional date to meet.

Gedling Borough Council

This Council is committed to introducing the living wage for its employees as soon as possible and using its best endeavours to ensure Gedling becomes a living wage borough.

More recently at the latest Council meeting it was resolved that spinal Column Point 4 (Bottom of Pay Band 1) be removed from pay scales locally. All employees and new starters to Band 1 will be paid a minimum of SCP 5 with effect from 1 April 2013.

Blue collar workers in Gedling Borough Council have not committed to the living wage formally yet, but have removed spinal point 4 for new starters which takes the starting salary above the Living Wage threshold. It is on the agenda for formal discussion and debate in the council chambers and for further discussion at the JCC meetings with the GMB and UNISON.

Hinckley and Bosworth Borough Council

The template letter has been sent to the Chief Executive and the Region await their replies.

Hull City Council

All local councillors have been written to regardless of Party on this matter and have received a number of interesting responses. GMB have also recently met with the CEO following a written request for a meeting to discuss the Hull City Council's view on the GMB's Living Wage Campaign.

Region advised that £1/2 million has been set aside to support and implement the Living Wage later this year.

Unfortunately, the £13.5 million the Council had to save has now increased to £19.5 million, adding a further £6 million of already devastating cuts to terms and conditions, social care and hundreds of job cuts.

The Labour Party have adopted a GMB Motion accepting the principle of the Living Wage and the Region will be raising the profile with our Stewards to ask the Council to "name the day".

Leicester City Council

Based on the current value of the Living Wage there are 1140 employees (45% of whom are based in schools) who would benefit and see their hourly rate of pay increase. This represents 8.6% of the overall workforce. Based upon an analysis by post of employees currently eligible for the Living Wage, it can be seen that by far the biggest group of employees concerned are Cleaners/Domestics, Kitchen Assistants and Lunchtime Supervisors, which are predominantly female occupations.

The Living Wage will be paid to eligible employees through a low pay supplement and will not impinge on their current pay and grading scales. Any overtime paid will be based on the employee's substantive rate of pay. It is the Council's intention to implement the Living Wage and therefore these proposals are not subject to any other negotiations related to terms and conditions changes.

The Living Wage will also be paid to those qualifying agency staff. The Region estimate that this will benefit a further 320 workers at any one time.

Although Leicester City are paying this as an allowance, which is not ideal, the Region do have a commitment to signing a joint agreement stating that this will not be removed in the future.

Leicestershire County Council

The Joint Trade Unions have raised this as an agenda item at the last Corporate Negotiating & Consultative Committee at Leicestershire County Council. The authority are considering our request and early indications are favourable that it will be implemented.

Mansfield District Council

The minimum hourly rate is £7.20 per hour (as at Oct 2012) to reflect the Council's commitment to supporting the implementation of the Living Wage.

Melton Mowbray Borough Council

A smaller local authority, agreed to implement the living wage earlier this year, it only affects around 12 members.

Newark and Sherwood District Council

After pressure from the Unions they have agreed to pay the living wage from 1 April.

North East Lincs Council

A meeting to discuss the Living Wage Campaign has been arranged with Council Leader Chris Shaw (Lab) on 17 April 2013 and the Region have arranged for the GMB Political Officer, Richard Oliver to attend along with the Senior Organiser.

North Lincolnshire/Lincolnshire Council

Have not been approached as both are currently hostile.

Northampton Council

Will not even discuss it in the light of recent cuts.

North Kesteven

After pressure from the Unions they have agreed to pay the living wage from 1 April.

North West Leicestershire Council

The template letter has been sent to the Chief Executive and we await their replies.

Nottingham City

There have been 30 plus meetings with members going back some time, the state of play is there is a commitment to bring this in and the City have moved 750 workers out of band (A) and will move to get rid of band (B) by 2014 this will mean all workers will be on or above the living wage also the City are putting pressure on the contractors that they use to have this as a minimum pay rate.

Oadby and Wigston Borough Council

The template letter has been sent to the Chief Executive and we await their replies.

Peterborough City Council

Have been approached but have tried to kick it into the long grass but Region are keeping up the pressure.

Scarborough Borough Council

Following discussions with the Council Leader, Tom Fox, it has been agreed to implement the Living Wage, but this must be endorsed by Full Council.

The meeting only took place on 2 April 2013, therefore, Roger Kaye – Head of HR will write and confirm over the next few weeks that there is to be a joint launch with UNISON on the Living Wage to send a signal to all other organisations within the community. He is presently looking into what the process is to adopt and maintain the Living Wage and will confirm this in writing in due course.

South Kesteven Council

The issue has been raised here although the Region do not believe that any of our members would be under the living wage at this Council and GMB does not have a rep to mount any campaign.

NORTHERN REGION

Copeland Council

Region has submitted a motion to the council.

Darlington Council

The subject has been brought to the Councils attention. A response is awaited.

Gateshead MBC Motion to Council discussed. They resolved to perform an audit of council workers to establish how many are paid less than the Living Wage; breakdown these findings by gender, ethnicity and disability; to meet the Living Wage Foundation, trade unions and stakeholders to discuss the merits of a living wage.

Hartlepool Borough Council

The GMB are now in discussion with the Council regarding the implementation of the living wage.

Middlesbrough Council

The Council supports a living wage, but due to the financial climate they do not hold it as a priority.

Redcar Borough Council

The Council are in favour of implementation of a living wage and discussions to date are of a figure of £709-£714.

Northumberland Council and North Tyneside Council

Northumberland and North Tyneside have both been approached and we have on-going discussions planned with the Councils about both its implementation and affordability. The Region have not had a rejection from either Council regarding the principle of its introduction and continue to negotiate to bring its introduction.

Stockton Council

A report has been conducted regarding the cost of the living wage and forwarded to the cabinet who in return are in favour of a living wage. However due to the present financial position the extra cost of £250,000 is a cost they cannot afford.

South Tyneside Council

The councillors in South Tyneside have agreed in principle to apply the living wage and are in the process of adopting a working party to ensure it is done properly and will include representatives from TUC and the Unions. They hope to have feed back for the union after they have their initial meeting.

NORTH WEST & IRISH REGION

Region have written to all Councils with the exception of those who have implemented the living wage or have recently rejected.

Blackpool

Confirmed implementation.

Burnley

Confirmed implementation.

Cheshire East

Remains under consideration by the Council.

Cheshire West

Council refuses to implement.

Chester

Council refuses to implement.

Halton

Remains under consideration by the Council.

Hyndburn

Confirmed implementation.

Liverpool City Council

Remains under consideration by the Council.

It is worth noting that in Liverpool, some years ago, the trade unions negotiated the removal of the bottom two grades so the implementation may not impact on as many members as in other councils

Manchester

Manchester pressed on with the minimum wage in Sept 2012, effective pay increase implemented 1 Oct 2012. Still marginally short of the £7.45 target. Region will continue to campaign going forward to secure further increases during 2013 and beyond.

Oldham

Confirmed implementation.

Preston

Confirmed implementation.

Salford

Confirmed implementation.

Sefton

Sefton is now a Labour run council and is supportive, in principle, of the living wage. However, they feel that this year they have to deal with £50m cuts including £3m from terms and conditions, so they could not regrettably implement the living wage. However they have committed to working with the joint unions to see what can be done on the issue of the lower paid within local government.

Stockport

Remains under consideration by the Council.

Wirral Council

Implemented Living Wage with effect from 1 April 2012.

SOUTHERN REGION

Bexley

Not agreed to pay it. Council decided not to pay it and they have employees who currently earn below this rate.

Brighton & Hove

The council has agreed to pay the Living Wage.

Crawley

The council has agreed to pay the Living Wage.

Croydon

Agreed the living wage allowance.

Dartford

The council has agreed to pay the Living Wage.

Deal

The council has agreed to pay the Living Wage.

Greenwich

Agreed the living wage allowance. However, not paid to contractors.

Lewisham

Agreed the living wage allowance. Lewisham will only deal with contractors who pay the London Living Wage.

Merton

Not implemented the living wage. Less than 10 directly employed staff paid below the living wage. It is hopeful that this can be resolved.

Newham

The council has agreed to pay the Living Wage.

Southwark Implemented the living wage allowance on 29 February 2012.

Slough Borough Council

Agreeing living wage allowance on 1 April 2013 and committed all contractors to pay living wage.

Surrey County Council

Agreed living wage allowance. Date of implementation unknown but contractors for this Borough will not pay.

Sutton

Some receive this allowance. Over 200 employees as yet do not receive the living wage. Council advise it is not affordable.

Swindon

Agreed living wage allowance. Council working towards contractors paying the living wage.

WALES & SOUTH WEST REGION

Two GMB AMs have tabled a Statement of Opinion in relation to the living wage in the Welsh Assembly.

Anglesey

No commitment.

Campaign launch imminent.

Balaenau Gwent

No commitment.

Due to financial restraints. Campaign materials have been shared with Branches. Ongoing. Further updates will be provided in due course.

BANES

No commitment.

No financial provision for 2013/14.

Bridgend CBC

No commitment

Council have made it very clear that they have no intention even looking at the Living wage due to the financial constraints as a result of equal pay settlements.

Bristol City Council

Yes.

Council to implement the Living Wage from April 2014. Approved during full council meeting March 2013.

Cardiff

Yes.

Already in place.

Caerphilly CBC

Yes.

Living wage implemented by an addition of 25p to £7.45 per hour which was back dated to November 2012.

Carmarthenshire Council

No commitment.

No plans to adopt the Living Wage either currently or in the near future.

Ceredigion Council

No commitment.

Due to financial constraints the Council is not in a position to implement the Living Wage at present.

Cheltenham

No commitment.

Living Wage campaign underway involving local activists. Meeting scheduled with GCC consultative committee to progress.

Conwy

No commitment.

Campaign launch imminent.

Cornwall

No commitment.

Denbighshire

No commitment.

Council will not be implementing the living wage. Campaign ongoing. Region requested a meeting with the Leader of the Labour Group and also with the Chief Executive. Added to agenda for JTU/Chief Executive regular meeting.

Devon Council

No commitment

Flintshire

No commitment.

Three letters have been sent. No response received. Have requested meeting with Labour Leader of the Council on 9/4/13 re single status when LW will be raised.

Forest of Dean

No commitment.

Living Wage campaign underway involving local activists, meeting scheduled with GCC consultative committee to progress.

Gloucester City Council

Yes

Agreement to implement in 2014 budget.

Gloucestershire County Council

No commitment.

Living Wage campaign underway involving local activists. Meeting scheduled with GCC consultative committee to progress.

Gwynedd

No commitment.

Campaign launch imminent.

Merthyr Tydif

No commitment from Council. Housing Trust – Yes

Due to financial restraints. Campaign materials have been shared with Branches. Ongoing. Further updates will be provided in due course.

The Merthyr Tydif housing trust has devolved from main Council bodies and have introduced the living wage as part of a 2013 pay award deal instigated by the GMB.

Monmouth

No commitment.

Council considering implementation but can't afford it this financial year – campaign to continue into 2014.

Neath Port Talbot

No commitment.

Due to £21 million budget cut no immediate plans to introduce the Living Wage. The council will keep under review and introduce it on an affordable and sustainable basis when circumstances allow.

Newport

Yes

Issue raised at Newport CC and whilst going through considerable budget cuts have agreed to put into 2014 budget.

North Somerset

No commitment.

Will re-look at the Living Wage after the national pay claim has been resolved.

Pembrokeshire Council

No commitment.

Ongoing campaign which includes the local labour group who are leading the drive to implement the Living Wage.

Plymouth CC

Yes.

Agreement is in place to implement the Living Wage from April 2013. This was as manifesto commitment from the Labour Group and has been agreed at Cabinet and will go to full council..

Powys County Council

No commitment.

The Council have refused all approaches to implement the Living Wage.

RCT

No commitment. Housing Trust - Yes

Due to financial restraints. Campaign materials have been shared with Branches. Ongoing. Further updates will be provided in due course.

The RCT housing trust has devolved from the main Council bodies and have introduced the living wage as part of a 2013 pay award deal instigated by the GMB.

Somerset

No commitment.

Request made to Branch Sec for update – awaiting response.

South Gloucester

Yes.

Have voted to adopt the living wage wef October 2013

Swansea Council

Yes.

Living Wage being incorporated from the date single status is implemented – possibly June 2013.

Tewkesbury Borough Council

No commitment.

Living Wage campaign underway involving local activists. Meeting scheduled with GCC consultative committee to progress.

Torbay

No commitment.

Implementation imminent

Vale of Glamorgan

No commitment

The Branch has launched Living wage campaign – ongoing.

Wrexham

No commitment.

Wrexham confirmed in writing to GMB they will not be implementing the Living Wage. Campaign ongoing. Meeting with Labour Leader of Wrexham council who undertook to provide further info as to why. A letter subsequent merely repeated the position with no added detail. Pressure for justification ongoing.

YORKSHIRE & NORTH DERBYSHIRE REGION

All officers and reps have had the campaign materials and are using them. Region also briefed out the campaign model at the last LG Core group meeting in the Region on the 15 March.

Calderdale

Council committed to the living wage. Implementation by "Autumn" 2013.

Bassetlaw

Council committed to the living wage. Implementation date not yet agreed but committed to do so during 2013/2014 budget cycle

Barnsley

Council committed to the living wage by 1st April 2014.

Bradford

Council have set up a joint working group to examine.

Doncaster

Ruled out implementation of living wage for now on cost grounds. Campaigns under way at local level using template materials provided.

Leeds

Consultations with unions underway on affordability and other measures.

Rotherham

Ruled out implementation of living wage for now on cost grounds. Campaigns under way at local level using template materials provided.

Sheffield

Council have introduced the living wage. Region are targeting the contractors who employ most of the lower paid staff. Strike action underway in pursuit of the LW against CARILLON and ballots underway against Taylor Shaw and CAPITA. Region have launched a public petition in support of this campaign.

York

Council have introduced the living wage.

DEVELOPING THE LIVING WAGE CAMPAIGN

1. Where Councils are willing to introduce the Living Wage, GMB should try to secure a collective agreement covering how it is paid, who is in scope and future uprating.
2. Councils that introduce the Living Wage for their own staff should be pressed then to extend it to contractors and so promote it to other service providers (eg. Care homes)
3. If Councils introduce the Living Wage but exclude school support staff this should be a strong campaign in those schools.
4. Extending the use of workplace petitions, local demos and photoshoots, working with GMB Councillors and local newspapers is highly recommended.