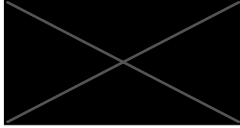


29 April 2021



Via email: 

Dear 

Response to official information request relating to the Council paying a living wage

I refer to your request for official information received 6 April 2021 relating to payment of the Living Wage to Council employees. We have processed your request under the Local Government Official Information and Meetings Act (LGOIMA) 1987.

The information you requested is enclosed. The questions you specified have been included as numbered headings in bold below, with our response following each heading.

1. Ever since PCC adopted the policy of paying its workers a 'living wage', what general impact has this had on overall wages and salary costs (in both \$ and % terms)?

Living Wage adjustments have been built into the Council's remuneration system and operate in conjunction with changes in rates set in Collective Employment Agreements and salary ranges updated from published salary surveys provided by independent third-party remuneration specialists. Staff salary increases are influenced by rates set in the aforementioned collective agreements and the changes in salary ranges arising from salary surveys along with individual staff performance therefore the cost of the Living Wage component cannot be readily identified. Estimates in 2019 identified a cost of \$320,000 per annum or 1.08% of the Council's 2020 personnel costs of \$29,371,000.

2. And as a result of your HR department's obligation to maintain remuneration relativities, what percentage of council staff have financially benefited (to any extent) from living-wage-related adjustments? Include those staff who've benefited from the trickle-up effect of adjustments made for staff below them in the council hierarchy.

In July 2020, 215 staff (52% of staff) received some benefit from the Living Wage adjustment. This was comprised of 39 staff who moved to the Living Wage rate, with the remaining 176 staff earning between \$22.12 per hour to \$30.53 per hour receiving modest relativity adjustments.

If you wish to discuss this decision with us, please feel free to contact Moana Wyatt at moana.wyatt@porirua.govt.nz.

Ngā mihi



Wendy Walker
Chief Executive
Kaiwhakahaere Matua