

<b>Report to:</b>	<b>SHAREHOLDER ADVISORY BOARD</b>
<b>Relevant Officer:</b>	Antony Lockley, Assistant Chief Executive and Director of Delivery (Shareholder Lead Chief Officer)  Mark Towers, Company Secretary of the Council's Wholly owned Companies.
<b>Date of Meeting</b>	8 February 2018

## JOSEPH ROWNTREE FOUNDATION LIVING WAGE

### 1.0 Purpose of the report:

- 1.1 To seek the shareholder's view on whether 16 and 17 year old employees of Council wholly owned companies should be paid the Joseph Rowntree Foundation living wage.

### 2.0 Recommendation(s):

- 2.1 The Shareholder Advisory Board's view is sought about whether the Joseph Rowntree Foundation Living wage should be paid to 16/ 17 year olds employed by its wholly owned companies. This view can then be communicated to Company Boards (as necessary) to help inform their decision making.

### 3.0 Background Information

- 3.1 During 2013/ 2014, all the Council's wholly owned companies agreed through their Board meetings to pay the Joseph Rowntree Foundation (JRF) Living Wage. This was shortly after the Council had agreed to pay the same level of wage as a minimum to all its employees.
- 3.2 A clarification though has been sought by one company about whether it should also apply to 16/ 17 year olds as well as those aged 18 and over. (This would exclude apprentices who are paid the National Minimum Wage / National Living Wage according to Age).
- 3.3 The living wage rate outside London is calculated using JRF's research on the Minimum Income Standard, which is based on what members of the public think is a socially acceptable quality of life. The JRF's living wage is based on the actual cost of living.

**4.0 Other considerations:  
(Performance, Risk, Human Resource and Equalities)**

4.1 In organisations which have adopted it, it has been proven to reduce staff turnover, recognise the employer as a socially responsible employer and positively impact on organisational performance. Engagement of the lowest paid staff has also improved as a result.

**5.0 Internal/ External Consultation undertaken:**

5.1 Consultation has taken place with company Managing Directors.