

***Excerpt Minute of Meeting of Council
held on 24 June 2009***

£7 MINIMUM LIVING WAGE

With reference to the Minutes of Meeting of West Dunbartonshire Council held on 29 April 2009 (Page 1938 refers), a report was submitted by the Chief Executive on the implications of West Dunbartonshire Council adopting a seven pounds an hour minimum living wage.

Following discussion, the Council approved the undernoted motion by Councillor Bootland, seconded by Councillor R. McColl:-

Council is pleased to note that as a result of the new pay and grading system there are only 400 employees in West Dunbartonshire Council paid at rate below £7.00 per hour.

The Council's new pay and grading structure was introduced in March 2009. Key features of the structure are:-

- The new system has 12 broad banded grades.
- Each grade has a series of 4 incremental steps.
- An employee progresses one step each year which means a new employee starting in April 2009 would take 4 years to reach pay maximum for the grade.
- The pay scales will be increased each year as part of the local government pay negotiations.
- Staff members have been assimilated at different points on the pay progression scale.

Council recognises the complexities and implications of altering the current pay and grading structure. However this Council is fully committed to the principle of a £7 per hour minimum living wage and wants to take action working towards this goal.

Therefore Council agrees that a further report comes back to a future Council meeting which considers the possibility of removing the bottom progression point in each of the 12 broad banded grades, for the start of the next financial year.

The removal of the bottom spine point for each grade could address the issue of equality and mean that new employees will progress to 'the rate for the job' in three years rather than four.

Council notes that the combination of annual pay uplifts and the removal of the bottom progression point in each broad banded grade will assist the 400 staff members who currently receive less than £7 per hour.

The Council noted Councillor McNair's suggestion that officers should meet with officers from Glasgow City Council to discuss how that Council had implemented its minimum wage policy.
