



Belfast City Council

Report to	Strategic Policy and Resources Committee
Subject:	Notice of Motion re: Living Wage
Date:	21 st February, 2014
Reporting Officer:	Stephen McCrory, Democratic Services Manager ext. 6214
Contact Officer:	

1	Relevant Background Information
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1.1	At the Council meeting on 3 rd February, the undernoted Notice of Motion was proposed by Councillor Hanna and seconded by Councillor Mullan:
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“This Council:

- Notes that many households in Belfast, including a high portion of those in work, are currently experiencing poverty;
- Contends that people working full-time should be able to afford housing costs, essential utilities and food bills;
- Agrees that the introduction of the minimum wage has been a step forward but that at its current level it is inadequate for many with financial responsibilities;
- Acknowledges that it is our responsibility as a major employer as well as to our ratepayers to seek to reduce poverty and inequality; and
- Notes that approximately 1% of council employees are paid below a 'Living Wage', currently set at £7.65 per hour, a sum independently set as the level above which an earner can live adequately and with dignity in today's society.

The Council therefore agrees:

1.2	<ol style="list-style-type: none"> 1. To become a Living Wage employer, in consultation with staff and their representatives, and to revise upwards payment to those employees currently receiving below the living wage level; 2. To include a commitment to include the living wage in all new employment contracts; 3. To review the extent to which the Council's Living Wage policy might be able to be applied to currently contracted-out services or as each contract comes up for renewal; 4. To encourage other employers in Belfast to adopt a similar anti low-pay policy for their staff; 5. To review the ratio between the lowest and the higher paid council officers; and 6. To ensure that the appropriate Council Committee receives reports on progress towards the above at least annually, and initially by April 2014." <p>In accordance with Standing Order 11(e), the motion stood referred without discussion to the Committee.</p>
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2	Recommendation
2.1	The Committee is requested to consider the Notice of Motion and to take such action thereon as may be determined.