

## **Real Living Wage Foundation Accreditation**

“This council is proudly a Real Living Wage Foundation employer for its direct employees. However, Belfast City Council does not pay the Real Living Wage Foundation rate to casual workers, industrial placements and apprentices. As a result of this policy, Belfast City Council is not an accredited Living Wage Foundation Employer. This council believes this must change.

Belfast City Council wants to become a leader for Workers Rights in this City and encourage other organisations/business through our Social Value Procurement strategy to become Real Living Wage Foundation Employers. Many local authorities are Real Living Wage Employers in Scotland, Wales and England however no Council in the North has yet to become an accredited Real Living Wage employer. Therefore this Council commits to becoming an accredited Real Living Wage Foundation Employer by 1st April, 2022.

Furthermore, this council recognises its’ continued use of outside employment agencies and notes the difficulties that this can present which were highlighted throughout the Covid 19 pandemic when we had limited control over the terms and conditions of those employees carrying out council functions employed through an agency.

Therefore, this Council will establish plans to review workforce planning with a view to reducing the use of agencies and will bring a report before exploring options on how we can achieve this.

Proposer: Councillor McLaughlin

Seconder: Councillor Murphy

(To be referred, without debate, to the Strategic Policy and Resources Committee)