



**For Personnel Committee meeting Thursday 8<sup>th</sup> June 2023**

*“The real Living Wage is the only UK wage rate based on the cost of living. It is voluntarily paid by over 12,000 UK businesses who believe their staff deserve a wage which meets everyday needs - like the weekly shop, or a surprise trip to the dentist.”*

WAGE	LIVING WAGE	WAGE
Government minimum for under 23s	Government minimum for over 23s	The only wage rate based on what people need to live
What is it?	What is it?	What is it?
<b>£10.18 across UK</b>	<b>£10.42 across UK</b>	<b>£10.90 across UK</b> <b>£11.95 in London</b>
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Is it the law?	Is it the law?	Is it the law?
<b>Statutory</b>	<b>Statutory</b>	<b>Voluntary</b>
What age group is covered?	What age group is covered?	What age group is covered?
<b>21 and older</b>	<b>23 and older</b>	<b>18 and older</b>
How is it set?	How is it set?	How is it set?
<b>Negotiated settlement based on recommendations from businesses and trade unions</b>	<b>A % of medium earnings, it aims to reach 66% of median earnings by 2024</b>	<b>Calculation made according to the cost of living, based on a basket of household goods and services</b>

**The current Real Living Wage is £10.90 per hour across the UK**

POST	Current NJC* Spinal Point	Proposed Spinal Point Scale
<b>Town Clerk &amp; RFO</b>	37-43	37-43
<b>Operations Manager</b>	18-23	18-23
<b>Community Hub and Library Development Manager</b>	16-23	16-23
<b>Town Council Support Officer</b>	7-12	7-12
<b>Caretaker &amp; Enforcement Officer</b>	4-6	4-6
<b>Library &amp; Information Services Assistant</b>	4-6	
<b>Facilities Operative</b>	1-3	

- 1. In order for Torpoint Town Council to become an accredited Real Living Wage employer the proposal is to therefore increase the spinal point range for the facilities operative from 1-3, to 4-6 with immediate effect.**
- 2. Secondly the Town Council signs up to the accredited living wage employers list.**