

## **Motion on Notice**

The following Motion has been submitted by Councillor Robertson:

### **“The Living Wage**

The Living Wage Foundation is an independent charity which calculates a real living wage, based on living costs in the UK, in the first week of November each year. The Real Living Wage currently stands at £10.90 per hour outside London for those aged 18 and above.

Over 12,000 UK employers are now accredited by the Living Wage Foundation and voluntarily pay the Real Living Wage, including over 130 local authorities.

Since 2022 Lichfield District Council has ensured that no member of directly employed staff has earned less than the real living wage.

### **Lichfield District Council believes that:**

Paying the Real Living Wage not only benefits employees but also employers and the wider economy.

Our staff are our most valuable resource and that anyone employed by Lichfield District Council should reasonably be able expect to earn a wage which will allow them to get by.

That paying at least a living wage to employees represents good employment practice and that companies who do so are demonstrating good social practice in this regard.

### **Council agrees:**

1. To request that cabinet update the procurement strategy to include the living wage as part of the measurement of social value.
2. To instruct the head of paid service to begin the process of becoming an accredited Living Wage Employer with the Living Wage Foundation.”