

JOINT CABINET AND EMPLOYMENT & GENERAL COMMITTEE

Tuesday, 21st June, 2022

Present:-

Councillor P Gilby (Chair)

Councillors Blank
Davenport
Holmes
J Innes
P Innes

Councillors Ludlow
Mannion-Brunt
Sarvent
Serjeant
Simmons

*Matters dealt with under the Delegation Scheme

1 **DECLARATION OF MEMBERS' AND OFFICERS' INTERESTS
RELATING TO ITEMS ON THE AGENDA**

No declarations of interest were received.

2 **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Collins, Murphy and Falconer.

3 **MINUTES**

RESOLVED –

That the minutes of the meeting of Joint Cabinet and Employment & General Committee held on 22 February, 2022 be approved as a correct record and signed by the Chair.

4 **REAL LIVING WAGE IMPLEMENTATION**

The Service Director – Digital, HR and Customer Services submitted a report seeking approval for the implementation of the new real living wage rate of £9.90 per hour from 1 April 2022.

The real living wage provided a benchmark for employers who choose to offer a rate of base pay that meets the basic cost of living in the UK. The real living wage was independently calculated by the Resolution Foundation and was overseen by the Living Wage Commission.

The real living wage for the financial year 2022-2023 had increased to £9.90 per hour and for Chesterfield Borough Council to continue to pay wages that reflect living costs the Council's minimum pay rates would need to be uplifted.

***RESOLVED –**

1. That the implementation of the £9.90 per hour real living wage be approved from 1 April 2022 to enable Chesterfield Borough Council to continue to be a real living wage employer.
2. That £34,000 (including oncosts) be transferred from the budget risk reserve to fund the increased pay bill during the 2022-2023 financial year and the ongoing costs be included within the revised assumptions for the medium-term financial plan as part of the budget process.

REASONS FOR DECISIONS

Chesterfield Borough Council is committed to providing fair pay and good working conditions for employees. Increasing the minimum rate of pay to the level of the independently calculated real living wage will ensure that the wages paid to our employees are sufficient to meet the cost of living.