

Agenda Item: 10(d)

Motion to Full Council

Resolution to become a Living Wage Foundation Council and to Make Flexible Working the Default

This Council recognises:

1. The vital work done by County Council staff across all grades of pay, including those in care, schools, maintenance and administration who have been on the frontline in person or by phone to support vulnerable residents during the pandemic and we thank them for the sacrifices they have made.
2. That our frontline services are suffering from a crisis of recruitment that is affecting our service delivery to those who most need us, in spite of the hard work and dedication of existing staff.
3. That a fair level of pay and flexibility over hours of work are essential to enable the council to recruit and retain the skilled staff we need at all levels.
4. That over 70 Councils are already accredited by the Living Wage Foundation as Living Wage employers, as championed by the Prime Minister as Mayor of London, not only investing in their staff but supporting their local communities and economies.
5. That the real Living Wage, as set by the Living Wage Foundation is currently £9.90 an hour compared to Grades 1 and 2 in Derbyshire which apply to many catering staff are £9.25 an hour, Grade 3 which applies to many care staff is £9.43, grade 4 is £9.62 and grade 5 starts at £9.81 an hour.
6. That the Government has indicated they wish to see flexible working become the default and is running a consultation to put this into practice, stating, "Flexible working can be particularly valuable for those who need to balance their personal lives with their working lives, including those with caring responsibilities. It can also bring benefits to employers – attracting more applicants and increasing productivity and motivation levels among staff."

To recognise and support the valuable work of council staff in all departments, and to aid recruitment to vital frontline roles, Derbyshire County Council therefore resolves:

1. To become a Living Wage employer, accredited by the Living Wage Foundation
2. To implement the recommendations of the Government's consultation, 'Making Flexible Working the Default', including giving serious consideration to flexible working arrangements for all staff and successful job applicants who request it, and making this clear in our recruitment.

CONTROLLED