

A Living Wage

The November 2023 Conwy County Borough Council Business Centre Newsletter promotes the Living Wage. Can I ask members to think about what it means not to have enough money to live on.

By paying the real Living Wage, employers are voluntarily taking a stand to ensure their employees can earn a wage which is enough to live on.

<https://livingwage.wales/about/>

<https://businesswales.gov.wales/news-and-blog/real-living-wage-rates-202324>

<https://conwybusinesscentre.com/real-living-wage-rates-for-2023-24/>

We are all experiencing the impact of the cost-of-living crises. Our community experiences deprivation in poor health and low wealth. Some rely on food banks; our children have higher than average levels of free school meals. The Office of National Statistics (ONS) describes deprivation through an interactive map link below.

<https://www.ons.gov.uk/census/maps/choropleth/population/household-deprivation/hh-deprivation/household-is-deprived-in-one-dimension?oa=W00000983>

The Living Wage is independently determined to be the minimum needed at £12/hr for 2024 this is higher than the national minimum £11/hr from April 2024 and lower than the national average of £17.4/hr @36hrs/wk. (ref: <https://www.gov.wales/annual-survey-hours-and-earnings-2023>)

By comparison the Independent Remuneration Panel for Wales (IRPW) recommend £17,600 for County Councillors, the time spent on average is estimated to be 22 hours/wk. (LGA) so represents an average £15.4/hr.

£12/hr is a minimum, if based on 37hrs/week = £444/wk. = £23,800p.a. Some of these numbers appear staggering but times have changed. As a community we have relatively few local “added value” jobs or careers opportunities for young people; this is why we score low on WIMD and ONS.

The CCBC and Business Wales announced Living Wage Week is an opportunity to engage with the issue that faces us. My reason for drafting this document is to share with TKBTC members and to minute that we support the living wage principle.

Barry Griffiths

2 November 2023