

From: [Foi Enquiries](#)
To: [REDACTED]
Subject: FOI-17-1812 - Living Wage
Date: 21 December 2017 15:47:31
Attachments: [Further Information - Right to Review & Appeal.pdf](#)

Dear [REDACTED],

Thank you for your information request of 27 November 2017. Aberdeen City Council (ACC) has completed the necessary search for the information requested.

1. Has your local authority chosen to become a Real Living Wage employer (i.e. made a voluntary commitment to pay all staff the Real Living Wage as determined by the Living Wage Foundation)?

With effect from 1 April 2016 we implemented the National Pay Award which established a minimum hourly rate for employees (excluding apprentices) of £8.51. This is higher than the Living Wage rate of £8.45 per hour. Currently we have 520 employees paid at £8.51 (217 full time equivalent).

Aberdeen City Council was assessed against criteria set by the Poverty Alliance and received official recognition from The Poverty Alliance for its commitment to the Living Wage on 7 November 2017.

2. Do you currently require contractors who deliver social care in your local authority to be Real Living Wage employers?

The Scottish Government obtained clarification from the European Commission re mandating Living Wage in public procurement and this is reflected in statutory guidance. The clarification confirms that contracting authorities are unable to make payment of the Living Wage a mandatory requirement as part of a competitive procurement process where the Living Wage is greater than any minimum wage set by or in accordance with law.

Although payment of Living Wage is strongly promoted as part of Fair Work Practices considerations, the Council cannot and does not “require” contractors delivering social care to be (or become) Real Living Wage employers. Funded by the Scottish Government to ensure payment of the Living Wage by social care providers of adult services, an initial uplift of 6.4% was bestowed (increased by 2.8% on 1st April 2017 to account for the increased rate.)

Payment of the Living Wage/Living Wage accreditation is not: i) a mandatory condition of participation in procurement or ii) in isolation, a factor in award criteria. Aberdeen City Council will routinely capture information on Living Wage accreditation/stage of Living Wage accreditation or a willingness to apply Living Wage to employees working on Council premises, sites and open spaces for the duration of the contract. In the particular context of centrally funded adult social care providers receiving the LW uplift, extensive efforts are made to promote the benefits of LW employer accreditation.

3. Over the last 12 months, have tendering processes favoured (i.e. offered additional marks to) organisations which can demonstrate that they are Real Living Wage employers?

No. Additional credit does not (and cannot) favour Real Living Wage employers or providers paying the Real Living Wage. Payment of the Living Wage/Living Wage accreditation is not: i) a

mandatory condition of participation in procurement or ii) in isolation, a factor in award criteria. Aberdeen City Council will routinely capture information on Living Wage accreditation/stage of Living Wage accreditation or a willingness to apply Living Wage to employees working on Council premises, sites and open spaces for the duration of the contract. In the particular context of centrally funded adult social care providers receiving the LW uplift, extensive efforts are made to promote the benefits of LW employer accreditation.

We hope this helps with your request.

Yours sincerely,

Grant Webster
Information Compliance Officer

INFORMATION ABOUT THE HANDLING OF YOUR REQUEST

ACC handled your request for information in accordance with the provisions of the Freedom of Information (Scotland) Act 2002. Please refer to the attached PDF for more information about your rights under FOISA.

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