

Title:	A Living Wage for Brighton and Hove? Living Wage Commission
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Purpose/Key Messages:	To update the BHSP of the Living Wage Commission, its work and its findings
Significance to BHSP	The Living Wage Commission proposes a minimum hourly wage across the city. This can help to reduce inequality which is a key priority for the BHSP
What is BHSP being asked to do?	Consider, comment and agree the recommendations
Next steps and report back mechanism	Brighton & Hove Chamber of Commerce to take forward the campaign for a 2 year period. Reports will be brought back to the BHSP on a regular basis

1. A Living Wage for Brighton and Hove

A living wage is a minimum hourly wage that takes into account certain basic costs of living. It is a voluntary commitment by employers, separate from the statutory National Minimum Wage.

In October 2011, instigated by Brighton & Hove City Council a Living Wage Commission was set up to examine the benefits, risks and opportunities for establishing a living wage for the city of Brighton & Hove, and to report on:

- A city position on adopting a living wage.
- A living wage (hourly rate) for the city of Brighton & Hove.
- How employers could be supported to implement a living wage for directly employed staff and to review their procurement, contract and best value policies to ensure that as far as possible, within the law, the living wage is paid to all contracted staff. Identifying sector specific issues and requirements.
- To ensure that pursuing a living wage helps tackle inequality while protecting and promoting the competitiveness and effectiveness of businesses and organisations.

The Commission's role was to act in an advisory capacity to Brighton & Hove City Council's (BHCC) Cabinet, Brighton & Hove Strategic Partnership (BHSP) and the Public Service Board (PSB). The City Council

acted as the accountable body for the Commission. The Commission had no formal decision making or budgetary powers.

The Commission completed as scheduled at the end March and its report is being presented to meetings of the council's Cabinet (10 May), the Public Service Board (17 April) and the Brighton & Hove Strategic Partnership.

Annex 1 lists the members of the Commission.

The Director of the Living Wage Foundation acted as an advisor to the Commission and facilitated access to Mr. Donald Hirsch (Head of Income Studies, Centre for Research in Social Policy, Loughborough University) the independent consultant who calculates the national living wage figure and has worked with the GLA on the London Living Wage figure.

The minutes of and evidence received by the Commission are available on-line at:

<http://www.brighton-hove.gov.uk/index.cfm?request=b1162204>

2. Links to One Planet Living

The city council has adopted a One Planet approach to sustainability and is working towards formal endorsement as a 'One Planet Region'. This involves making commitments and setting out how it will meet targets under ten principles of sustainability. One of these is Equity and Local Economy, under which the council should set out how "the council and its key partners will be Living Wage employers, appropriate to that region, and aspire to create a working environment that supports equity and inclusiveness."

3. Recommendations

The Brighton & Hove Strategic Partnership is recommended to:

- Consider and comment on the Commission's report and recommendations.
- Agree specifically the Commission's third recommendation (Recommendation 3). Noting that the Public Service Board agreed its responsibility under the recommendation at its meeting 17 April 2012.

Annex 1

Commission Membership

The commission consists of the following members:

- City Council: Leader, Cabinet Member for Finance & Central Services, Labour & Co-op Group representative, Conservative Group representative
- City Council Chief Executive
- Business representatives: Chamber of Commerce, Economic Partnership
- Tourism sector representative (Chair of Hotel Association)
- CVSF representatives and CEO CVSF
- Trade Unions representatives (Unison, GMB, Unite)
- NHS Brighton & Hove
- Sussex Police
- University of Brighton
- The Living Wage Foundation