



Living Wage Policy

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Version:	3	Next review:	05/01/2021	Living Wage Policy
Status:	Published	Issue date:	08/01/2018	

1 Commitment

This Authority is committed to being a Living Wage Employer.

The Living Wage is a rate of pay per hour which is enough to make sure workers and their families can live free from poverty.

2 What the Fire Authority will pay

This Authority will pay the current rate of the out of London National Living Wage as calculated by the Centre for Research in Social Policy at Loughborough University.

3 What the Fire Authority will do

Avon Fire Authority will ensure that all of its employers are paid at least the Living Wage.

Avon Fire Authority will increase the Living Wage paid if amended nationally and will implement any changes as soon as possible.

Avon Fire Authority will encourage and promote on a case by case basis that all employees of contractors working on qualifying service contracts be paid at least the Living Wage.

Avon Fire Authority will encourage all employers both directly and through their subcontractors and promote the Living Wage principles when there are opportunities to do so.

4 Procurement

Avon Fire Authority will encourage and promote on a case by case basis that all employees of contractors working on qualifying service contracts be paid the Living Wage.

A qualifying service contract will involve an employee of the contractors being on the Authority's premises or in contact with its staff for two or more hours per week for twelve or more consecutive weeks in the year.

In these circumstances the Authority will ask potential contractors the extent to which they are prepared to adopt Living Wage measures for any work they do as part of the contract

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with the Authority. In letting any contract, the Authority is required to demonstrate value for money and will consider how these objectives can be achieved on a case by case basis.

In the event that the policy is not to apply to a qualifying service contract authority will be sought from Members in advance of any contract award.

5 Promotion of the Living Wage

Avon Fire Authority will actively promote and encourage the payment of the Living Wage.

**Document Control Information:**

Policy title:	Living Wage Policy
Policy owner: (role)	Director of Corporate Services
Authoriser: (role)	Director of Corporate Services
Issue status:	Published
Protective marking:	-
Issue date:	08/01/2018
Next review due:	05/01/2021
Audience:	For external publication
Version Number:	3

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Document History:

Review Date	Version No	Summary of Changes	Equality Impact Assessed (Y/N)
1/11/2013	2.0	Hourly rates updated	
5/1/18	3.0	Hourly rate removed from document, replaced with 'current hourly rate' so that document reflects any rise in rate	

Distribution History:

Date	Version No	Distributed to: (role/s or group/s)
23/07/14	2.0	Circulated to all staff by new intranet pages
5/1/18	3.0	Circulated to all staff by Intranet

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