



Llywodraeth Cymru
Welsh Government

Email request

Our ref: ATISN 13707
Date: 21 February 2020

Dear,

Request for Information – ATISN 13707

Thank you for your request which I received on 21 January 2020. Further to my recent email, I have included at Annex 1, the questions you submitted and my response to each.

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit, Welsh Government, Cathays Park, Cardiff, CF10 3NQ.

Or e-mail: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely

Annex 1

Question 1

When did the First Minister write to public bodies in Wales asking them to achieve Living Wage accreditation. Please provide the letter and the responses of the public bodies in Wales.

In line with his commitment, the First Minister intends to write to local authorities before the end of the financial year, as part of our overall approach to fair work.

The timing of this aspect of our fair work agenda has taken into account a number of factors. The UK Government election was called at the beginning of November 2019. During the pre-election period, there are constraints on activity by Government bodies which meant that some activity was suspended during this period. There was also greater uncertainty about the level of the Welsh Government budget and hence the budgets for other public bodies in Wales. The Welsh Government delayed its final budget until after the result of the General Election and funding for Local Government in Wales will be confirmed on the 25 February. This approach allowing Local Authorities to have confidence in their funding for the forthcoming financial year and for the First Minister's letter to reflect the most up to date position.

Our work around the Living Wage is part of an ongoing stream of activity and the announcement during the Living Wage week formed part of this. The Fair Work Commission's report *Fair Work Wales* outlines the broader vision for the work ahead.

'Fair Reward' is one of the six characteristics of Fair Work and is one of the several themes being explored in our internal and external work with stakeholders. The Living Wage is an important component of this.

From a devolved sector perspective (the Welsh Government as an employer and funder of arms-length bodies) we stipulate the real living wage adoption in the pay remit guidance agreed by the Finance Minister.

Question 2.

How many, when and which organisations and employers have become accredited as Living Wage employers.

The Welsh Government does not hold information on organisations accredited as Living Wage employers.

However, the Living Wage Foundation publishes a list of accredited organisations on its website.

As at 13th February 2020 there were 29 accredited public sector organisations in Wales: <https://www.livingwage.org.uk/accredited-living-wage-employers>

Other bodies in Wales, including local authorities, pay the living wage to their staff although they may not have sought accreditation.

Question 3.

Information that the Welsh Government requires local authorities to collect and keep on wage rates paid and employees contacted hours relating to the organisations contracted by them to provide residential social care and domiciliary social care.

This information is not held by Welsh Government.

Currently 19 of the 22 Local Authorities have formally signed up to the Code of Practice on Ethical Employment in Supply Chains, which includes a Commitment (commitment 10) to “consider paying all staff the Living Wage Foundation’s Living Wage as a minimum and encourage our suppliers to do the same”.

The organisations that have signed up to the Code are listed in the public domain on the website www.tiscreport.org. This website also records those organisations that are accredited Living Wage Employers.

The process that each organisation went through to make this commitment is a matter for the local authorities concerned. However, the Fair Work Commission considered the Code of Practice in developing its recommendations, and these included making the Code of Practice mandatory for those in receipt of public funds, and requiring those that sign up to the Code to demonstrate how and what consideration has been given to paying the Welsh Living Wage, with an action plan to achieve this. This recommendation has been accepted in principle and policy details are being worked through.

The Code of Practice is also referenced in the White Paper on Social Partnerships, which was out to consultation at the end of 2019. Strengthening these aspects of the Code of Practice therefore is part of a wider strategy being taken forward through planned legislation and policy development.

Question 4.

Information that the Welsh Government holds on wage rates paid and employees contacted hours relating to the organisations contracted by local authorities to provide residential social care and domiciliary social care.

This information is not held by Welsh Government.

Please see the reply given to question 3.