

## Living wage query

The Government describes the "living wage" as the minimum wage for anyone over 21 (i.e. £11.44 per hour), and the "minimum wage" is the minimum wage for anyone at school leaving age (i.e. £6.40 for 16-17 year olds, and £8.60 for 18-20 year olds).

The "real living wage" as defined by the Living Wage Foundation charity is set at £12 per hour outside of London (as of October 2023).

So in response to the question as to whether Avon & Somerset Police (ASP) has a policy to pay, and/or require suppliers to pay, the living wage:

- No – ASP have no active policy in relation to paying the real living wage
- No – ASP police staff scales are set and managed nationally, albeit ASP interpret how these align to roles locally. In order to achieve a real living wage of £12 per hour ASP would need a minimum salary of £23,151:-
  - The lowest staff scales used by the force are Sc 2 we understand there are only 2 individuals on this scale, both of whom are at the top of scale - a salary of £22,671 p.a. which works out as £11.75 per hour.
  - The next level for staff is Sc 3, which is more widely used for entry level roles into the organisation, with a starting salary of £23,121 p.a. which works out as £11.98 per hour. This is a progressive Scale with 3 higher spinal points that staff would progress through, with the real living wage value achieved from the second incremental spinal point on this scale.
- No – ASP has no active policy requiring suppliers/contractors to pay the living wage.



OPENNESS



PARTNERSHIP



COMPASSION



COURAGE