

Report 16.421  
Date 23 August 2016  
File CCAB-8-725

Committee Council

## Notice of motion - Wellington Regional Council becoming a Living Wage employer: Cr Sue Kedgley

Councillor Kedgley has given notice (refer **attachment 1**) of her intention to move the following motions at the Council's meeting of 28 September 2016:

*"That the Council:*

1. *Notes that the Living Wage movement is gaining momentum around the world and in New Zealand, where there are nearly sixty accredited Living Wage employers in New Zealand.*
2. *Notes that international research has demonstrated that employers who pay the Living Wage reduce costs associated with high turnover and absenteeism, and have higher morale and productivity in their workforce.*
3. *Agrees that Greater Wellington Regional Council has a responsibility to be a good employer.*
4. *Agrees in principle to become a Living Wage Council that pays its directly-employed staff a Living Wage, and adopts a phased implementation of the Living Wage for employees employed via contractors who deliver Council services, or work in Council Controlled Organisations.*
5. *Agrees in principle that contracting should not be used to reduce pay and conditions of employees employed by contractors who are contracted to deliver services to Council on a routine basis.*
6. *Requests officers to develop a framework for implementing a Living Wage by March 2017 that:*
  - a) *Identifies what is involved in becoming a Living Wage employer*

- b) *Provides a timeline for the phased implementation of a Living Wage for directly employed Council staff, staff employed by Council Controlled Organisations and contractors who deliver Council services on a routine basis*
- c) *Provides advice on the impact of a Living Wage on Council's procurement policy and tendering arrangements, and any changes that would be needed to existing contracting policy so as to ensure that tender processes protect employment security and pay and conditions for contractor employees."*

Attachment 1 also contains background information in support of the notice.