

Scrutiny call for evidence: Oxford Living Wage

Background

A cross-party panel of ‘backbench’ councillors has been formed to investigate the impacts of low pay in the city and the promotion of the ‘Oxford Living Wage’.

Councillors are keen to hear from anyone who has experience or views that could help to inform their findings and recommendations, including but not limited to:

- Low paid workers;
- People who have benefited from being paid a living wage;
- Large and small employers that operate in the city;
- Business groups;
- Agencies and faith groups that support people on low pay;
- Trade unions.

The legal minimum hourly rates that workers can earn in the UK are set out below. There are different minimum hourly rates for workers of different ages. If an employee aged 25 or over works a 38 hour week on the legal minimum wage, their annual salary will be £14,434.

	25 and over	21 to 24	18 to 20	Under 18
Hourly rate	£7.50	£7.05	£5.60	£4.05
Salary (38 hour week)	£14,434	£13,696	£11,096	£8,025

Oxford has been identified as being one of the least affordable cities in the UK in which to live because the high cost of housing is out of step with local wages.

The Living Wage Foundation promotes the payment of the Living Wage, which is based on the cost of living and is currently £8.45 per hour outside of London and £9.75 per hour in London.

The City Council has set a separate “Oxford Living Wage” which is currently £9.26 an hour. If an employee works a 38 hour week, this would mean annual pay of £18,303.

The Oxford Living Wage is paid to all council staff and agency workers working for the Council. The Council also requires its major contractors to ensure that their employees who are working on Council projects are also paid the Oxford Living Wage.

To give us your views, please complete the survey by clicking on the link below.

1

Have you read the background information about the Oxford Living Wage?

Yes

No

Don't know

2

Are you responding on behalf of an organisation?

Yes

No

3

If you answered yes to Question 2, on behalf of which organisation are you responding?

(text box)

4

To what extent do you agree or disagree that low pay is a significant issue affecting the city or its people?

Strongly agree

Agree

Neither agree or disagree

Disagree

Strongly disagree

5

If you agree that low pay is a significant issue affecting the city or its people, please can you describe any experience you have of the impacts of low pay in Oxford?

(text box)

6

The legal minimum wage for employees aged 25 or over is £7.50 per hour (£14,434 per year). Do you think the legal minimum wage is high enough to meet the basic needs of a person or family living and working in Oxford?

Yes

No

Don't know

7

The legal minimum wage for employees aged 21 to 24 is £7.05 per hour (£13,696 per year). Do you agree with the principle that the legal minimum wage should be lower for employees aged 24 and under?

Yes

No
Don't know

8

The legal minimum wage for employees aged 18 to 20 is £5.60 per hour (£11,096 per year). Do you agree with the principle that the legal minimum wage should be lower for employees aged 20 and under?

Yes
No
Don't know

9

Thinking about the relatively high cost of living in Oxford, to what extent do you agree or disagree with the principle that the City Council should pay its employees more than the legal minimum?

Strongly agree
Agree
Neither agree or disagree
Disagree
Strongly disagree

10

To what extent do you agree or disagree with the principle that other large employers in the city should be encouraged to pay their employees more than the legal minimum?

Strongly agree
Agree
Neither agree or disagree
Disagree
Strongly disagree

11

To what extent do you agree or disagree with the principle that smaller employers in the city should also be encouraged to pay their employees more than the legal minimum?

Strongly agree
Agree
Neither agree or disagree
Disagree
Strongly disagree

12

The Living Wage Foundation promotes the payment of the 'Living Wage' which is based on what people need to live and is £8.45 per hour (£16,743 per year) for employees of all ages outside of London. Do you think the Living Wage is high enough to meet the basic needs of a person or family living and working in Oxford?

Yes
No
Don't know

13

Thinking about the cost of living in Oxford, to what extent do you agree or disagree that the Council should promote the payment of a wage rate that is higher than the Living Wage for the rest of the country (outside of London)?

Strongly agree
Agree
Neither agree or disagree
Disagree
Strongly disagree

14

The City Council promotes payment of the 'Oxford Living Wage' which is £9.26 per hour (£18,303 per year) for employees of all ages. Do you think the Oxford Living Wage is high enough to meet the basic needs of a person or family living and working in Oxford?

Yes
No
Don't know

15

The rate of the Oxford Living Wage has been set at 95% of the 'London Living Wage', which is based on what people need to live in London. To what extent do you agree with the principle of linking the Oxford Living Wage with the London Living Wage in this way?

Strongly agree
Agree
Neither agree or disagree
Disagree
Strongly disagree

16

Which of the following wage rates do you think the City Council should pay its employees as a minimum?

The London Living Wage - £9.75 per hour
The Oxford Living Wage - £9.26 per hour
The Living Wage - £8.45 per hour
The legal minimum - £7.50 per hour for over 25s

17

Do you think the City Council should have a role in promoting the payment of higher wages by other employers based in the city?

Yes
No
Don't know

18

If you answered yes to Question 17, which of the following wage rates do you think the Council should promote to other employers based in the city?

The London Living Wage - £9.75 per hour
The Oxford Living Wage - £9.26 per hour
The Living Wage - £8.45 per hour
The legal minimum - £7.50 per hour (for over 25s)
None of the above

19

Please use this space to make other comments on the issue of low pay.

(text box)

Finish

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