Real Living Wage – Motion as adjusted, approved.

17 Councillor Kelly, seconded by Councillor Casey, moved that:-

"Council agrees that the Real Living Wage should be the minimum that any employee earns and welcomes the fact that all direct employees of Glasgow City Council are paid at least the Real Living Wage.

Council recognises that as one of the largest procurers of goods and services in the city it has a responsibility to promote the payment of the Real Living Wage by all of the suppliers we do business with.

Council therefore instructs officers to begin work on making Glasgow City Council an accredited Real Living Wage employer and as part of the renewal of the Corporate Procurement Strategy use all legal means to require that companies doing business with the Council pay the real Living Wage, and encourage other public and private sector organisations in Glasgow to do the same."

Bailie Gallagher, seconded by Councillor Hutchison, moved as an amendment that:-

(1) at paragraph 3 between “Corporate Procurement Strategy” and “use all legal means”, insert the following:

“and the implementation of other relevant strategies”;

(2) at paragraph 3 between “with the Council” and “pay the real Living Wage”, insert the following:

“(including those who are recipients of grants and/or direct business support)”; and

(3) after paragraph 3 ending “to do the same.”, insert the following 2 additional paragraphs:

“Council further notes the commitments within the Bute House Agreement to extend conditionality requirements for public sector grants and support so that they: (i) cover a wider range of fair work measures, (ii) ensure that firms do not engage in tax avoidance, and (iii) support the net zero transition, and therefore Council instructs officers to engage with the Scottish Government on this agenda so that Glasgow’s policies can align with emerging national developments where it is appropriate to do so.

Council also notes recent research from the High Pay Centre and Trades Union Congress which showed that median FTSE 100 CEO pay increased by 39% in 2021 and that if the value of all UK earnings over £200k were redistributed, it could fund a median pay rise of £1,400 for over nine million workers. Council therefore instructs officers to explore how pay disparity policies, which mandate that the highest paid employee’s salary cannot be more than an agreed multiplier of the lowest paid, or other appropriate policies

on high pay as advocated by the High Pay Centre and others, could apply both within the Council and in how we engage with outside bodies, including engagement via investment managers of the Strathclyde Pension Fund, and requests a report back on these issues within two cycles."

Councillor Kelly, with the approval of his seconder, accepted the amendment by Bailie Gallagher resulting in the following adjusted motion:-

"Council agrees that the Real Living Wage should be the minimum that any employee earns and welcomes the fact that all direct employees of Glasgow City Council are paid at least the Real Living Wage.

Council recognises that as one of the largest procurers of goods and services in the city it has a responsibility to promote the payment of the Real Living Wage by all of the suppliers we do business with.

Council therefore instructs officers to begin work on making Glasgow City Council an accredited Real Living Wage employer and as part of the renewal of the Corporate Procurement Strategy and the implementation of other relevant strategies, use all legal means to require that companies doing business with the Council pay the real Living Wage, consider including those in receipt of grants or direct business support in line with the recent decision taken at the City Administration Committee on the Glasgow Communities Fund paper and encourage other public and private sector organisations in Glasgow to do the same."

Council further notes the commitments within the Bute House Agreement to extend conditionality requirements for public sector grants and support so that they: (i) cover a wider range of fair work measures, (ii) ensure that firms do not engage in tax avoidance, and (iii) support the net zero transition, and therefore Council instructs officers to engage with the Scottish Government on this agenda so that Glasgow's policies can align with emerging national developments where it is appropriate to do so.

Council also notes recent research from the High Pay Centre and Trades Union Congress which showed that median FTSE 100 CEO pay increased by 39% in 2021 and that if the value of all UK earnings over £200k were redistributed, it could fund a median pay rise of £1,400 for over nine million workers. Council therefore instructs officers to explore how pay disparity policies, which mandate that the highest paid employee's salary cannot be more than an agreed multiplier of the lowest paid, or other appropriate policies on high pay as advocated by the High Pay Centre and others, could apply both within the Council and in how we engage with outside bodies, including engagement via investment managers of the Strathclyde Pension Fund, and requests a report back on these issues within two cycles."

The motion, as adjusted, was thereafter unanimously approved.