

## The Calderdale Living Wage Supplement

### Employee and Manager Guidance

- Individual employees will not be able to opt out of receiving a Living Wage supplement.
- Employees in receipt of a Living Wage supplement will be responsible for advising the Benefits Office as appropriate and for addressing any personal issues relating to benefits claims and allowances.

### How the Living Wage is calculated at CMBC

#### Examples

Assuming the Living Wage rate is £7.65 (2013/14 rate):

- A An employee on spinal column point (scp) 7 in receipt of a rate of pay of £6.69 per hour will receive a supplement of £0.96 per hour.
- B An employee on scp 9 (£7.11 per hour) working 37 hours and 4 hours casual overtime alternate Saturdays will receive a supplement of £0.54 per hour for their contract of 37 hours and their overtime hours will be paid at the enhanced rate calculated on their substantive hourly rate of £7.11.

### The Living Wage – how living wage supplements are calculated

Spinal Column Point (SCP)	Hourly Rate of Pay (£)	Living Wage hourly rate (£) [2013/14 rate]	Living Wage Supplement per hour (£)
5	6.45	7.65	1.20
6	6.54	7.65	1.11
7	6.69	7.65	0.96
8	6.90	7.65	0.75
9	7.11	7.65	0.54
10	7.26	7.65	0.39
11	7.71		0.00

Examples of how Living Wage supplements affect gross monthly pay:

Contracted Hours (per week)	Hourly rate of pay (£)	Gross monthly pay (£)	LW hourly rate of pay (£)	NEW Gross monthly pay (£)	Increase per month (£)
10.00	6.54	284.18	7.65	332.41	<b>48.23</b>
12.00	6.54	341.02	7.65	398.89	<b>57.87</b>
16.00	6.90	479.72	7.65	531.86	<b>52.14</b>
20.00	6.90	599.64	7.65	664.82	<b>65.18</b>

Please note the example earnings figures above are gross figures ie before deductions for tax, national insurance and pension have been applied. Net figures are not shown as deductions are individual to each employee based on their personal circumstances (tax code, NI rate etc).