

Request title: Living Wage

Date of Response: 14 July

Further to your Freedom of Information request, the Trust has answered your questions in the order they appear in your request.

Request and reply

- 1) On your most recent pay settlement date, did you pay at least the living wage prevailing at that time* to your lowest paid directly employed staff?

No. The living wage as at 1.4.15 was £7.85 and the minimum pay point on band 1 and band 2 is £7.72 per hour. This is the only exception – all other hourly rates are above living wage rate.

- 2) Is it your policy to uprate minimum pay rates for your lowest paid directly employed staff to at least the living wage at every annual pay settlement?

No.

- 3) Do you require contractors to pay the living wage whenever a new contract or contract renewal is signed?

No. Please note the Trust has no contracted out services

- 4) If you do not pay the living wage to directly employed staff at the current time, do you have an aspiration to pay it in the near future (within the next two years)?

The Trust implements Agenda for Change & Medical & Dental Staff national terms and conditions of service.

- 5) If you do not require contractors to pay the living wage at the current time, do you have an aspiration to establish such arrangements in the near future (within the next two years)?

Please note the Trust has no contracted out services

- 6) If you do not pay the living wage to directly employed staff, would you be minded to introduce a living wage if you were not subject to public sector budget cuts and / or government caps on pay settlements?

This matter has not been considered by the Trust

- 7) Please state the name of the employer below:

Royal Devon and Exeter NHS Foundation Trust.

- 8) If you have any further comments on answers to these living wage questions, please state below:

