

NCC-031454-18 - national minimum wage

Dear Requester,

Further to your Freedom of Information Request and our recent phone call. Please see below Nottinghamshire County Councils response.

Nottinghamshire County Council implemented the payment of the Living Wage Foundation Living Wage rate with effect from 1st April 2014 therefore no analysis regarding the national minimum wage has been required as NCC already pay above this rate. Nottinghamshire County Council's sleep in duty payment is £35.37 per shift.

In respect of questions 4,5 and 6 the council paying the Living Wage Foundation Living Wage has meant that there is no requirement to address issues of back pay in respect on the national minimum wage.

We hope this now satisfies your request. Should you have any further enquiry please do not hesitate to contact me directly on the details below.

In addition to this and for future reference Nottinghamshire County Council regularly publishes previous FOIR,s and answers on its website, under Disclosure logs. (see link)

<http://site.nottinghamshire.gov.uk/thecouncil/democracy/freedom-of-information/disclosure-log/>

You can use the search facility using keywords.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to the Team Manager, Complaints and Information Team, County Hall, West Bridgford, Nottingham, NG2 7QP or email

complaints@nottscc.gov.uk.

Kind Regards

Dear FOI team,

I am sending this request under the Freedom of Information Act to ask for the following information relating to the recent government guidance relating to payment of the national minimum wage in the social care sector and especially relating to "sleep-in" shifts:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/632758/nmw-social-care-sector.pdf

1. Has the council undertaken any analysis of the cost of back-paying staff the minimum wage who were previously paid below it according to the new government regulations? If yes then please provide a copy of the analysis and the estimated cost.
2. Has the council undertaken any analysis of the cost of paying staff the minimum wage in the future who were previously paid below it according to the new government regulations? If yes then please provide a copy of the analysis and the estimated cost.
3. Before last year's government guidance came into effect, what were your rates of pay for workers on sleep-in shifts? Please give the figure for (a) per-hour pay and (b) per-shift pay.

4. Since last year's government guidance came into effect, what are your current rates of pay for workers on sleep-in shifts? Please give the figure for (a) per-hour pay and (b) per-shift pay.
5. What is the longest length of time for which a member of staff is receiving back pay under the new government regulations?
6. What is the largest individual back pay award under the new government regulations?

If you need any further information from me in order to deal with my request, please call me on 020 7973 6228

If you are encountering practical difficulties with complying with this request, please contact me as soon as possible (in line with your section 16 duty to advise and assist requesters) so that we can discuss the matter and if necessary I can modify the request.

I would like the information to be emailed to me at foi.research@bbc.co.uk

If it is necessary for any reason to redact any information, please redact the minimum necessary and send me the rest of the material, explaining the legal grounds for each redaction.

Please can you acknowledge receipt of this request?

Many thanks for your assistance.

All the best,