

East Lothian Council

FOI Ref: 2018/510329

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.**

The Council does not believe that it has paid anybody undertaking sleep in below the national minimum wage rate.

- 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.**

The Council has very few employees who undertake sleep in and as the rates of pay are currently above the NMW including the sleep in allowance.

- 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.**

GRADE 6 - £11.23-£12.28
GRADE 8 - £14.18-£15.98
GRADE 10 - £18.77-21.16
GRADE 11 - £21.78-£24.54

SLEEP IN PAYMENT £35.41

- 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.**

As the cost of living rise has not been agreed for the current year the rates remain the same, but on agreement this will be backdated to 1 April 2018.

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5. *What is the longest length of time for which a member of staff is receiving back pay under the new government regulations?*

Not applicable as the Council pays above the national minimum wage rate

6. *What is the largest individual back pay award under the new government regulations?*

Not applicable as the Council pays above the national minimum wage rate