

CITY OF
WOLVERHAMPTON
COUNCIL

Response to Request for Information

Reference FOI 002322
Date 22 May 2018

Social Care Back Pay

Request:

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.
[It is the responsibility of employers to ensure that employees are paid the national minimum wage. The City of Wolverhampton have always paid employees at the national minimum wage and no back pay of staff is required.](#)
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.
[See response provided to question 1 above.](#)
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.
[City of Wolverhampton Council ended in house sleep ins 2014 and these were replaced by waking nights.](#)
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.
[N/A](#)
5. What is the longest length of time for which a member of staff is receiving back pay under the new government regulations?
[N/A](#)

[NOT PROTECTIVELY MARKED]

6. What is the largest individual back pay award under the new government regulations?
N/A