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Action from ED&I and 30 April 2024	
Agenda Item No:	13
Report Title	Moray Community Wealth Building and Strategy
Responsible Officer:	Shannon Creswell
Information Sought:	Response:
<ul style="list-style-type: none"> Community Wealth Building Officer to review SCVO Third Sector Statistics and whether these contribute to Moray's low wage economy 	<p>I have had a look into this and I am unable to drill down into Moray specific figures. However, in the figures below it highlights that 6.3% of people employed by not for profit were paid below the real living wage in Scotland. Therefore, the third sector shouldn't have too much on the influence of the low wage economy in Moray.</p> <p>Screenshot below.</p>

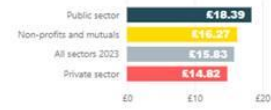
Scottish Voluntary Sector Workforce: pay



Median hourly pay by Sector: Scotland



Median hourly pay by Sector: UK



Mean hourly pay by Sector: Scotland



Mean hourly pay by Sector: UK



Source: Earnings and hours worked UK report by public and private sector, ASHE Table 25, 2022

Gross Annual Pay by country and sector 2023

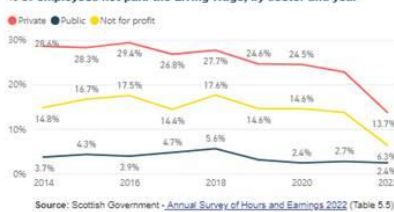
Country Sector	Scotland		UK	
	Mean	Median	Mean	Median
Public sector	£34,816	£33,008	£33,647	£31,751
Private sector	£33,241	£28,336	£36,724	£29,174
Non-profits and mutuals	£27,425	£25,553	£30,499	£27,405
All sectors 2023	£33,385	£29,675	£35,404	£29,669

The figures above and left are from the ONS Annual Survey of Hours and Earnings (ASHE), and based on hourly pay excluding overtime and gross annual pay.

The median 'mid-point' non-profit hourly pay in Scotland in 2023 was £15.13 (2022 = £14.52). This is £1.43 below the Scottish overall average of £16.56. In 2022 the non-profit rate was only 48p below the Scottish average but the gap has grown mainly due to a large increase in public sector pay. The Scottish non-profit figure is £1.14 lower than the UK non-profit figure of £16.27.

Mean ('average') hourly rates for all sectors are higher than the Median rates, due to the distorting effects a few extremely high hourly rates can have on average figures. The highest and lowest pay groupings or 'deciles' in the ASHE data show that the non-profit sector does not have the very high or the relatively low hourly rates seen in the private sector, where 14% of employees are not yet paid the Living Wage, and there is less pressure to ensure reasonable pay ratios between highest and lowest paid staff.

% of employees not paid the Living Wage, by sector and year



Source: Scottish Government - Annual Survey of Hours and Earnings 2022 (Table 5.5)

Living Wage

In 2022, 6.3% of people employed by 'not for profit' organisations were paid below the Real Living Wage, down from 13.7% in 2021 (ASHE data 2022)

This figure remains higher than the public sector (2.4%) but below the private sector (13.7%).

The ASHE data shows a drop in the estimated number of people in the non-profit sector paid below the Real Living Wage, from around 27,000 in 2021 to 15,000 in 2022.

goodmoves

Detailed information on salaries is also available to SCVO members through the Goodmoves Salary Guide 2022, which gives insights into voluntary sector salary trends. To produce the Guide, the Goodmoves team looked at over 3,000 jobs that were advertised on Goodmoves between April 2020 and April 2021.

Once completed please return to committee.services@moray.gov.uk for publication on CMIS and circulating to Elected Members and copy in CMTAdmin@moray.gov.uk