



Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.

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## SUMMARY DECISION SHEET

**Purpose:** Commissioner Decision – DL422

**Timing:** Singular

**Title:** Real Living Wage

**Category of Decision / Business Area Impact:**

### Executive Summary:

Following the Commissioner's commitment in supporting the 'Real Living Wage' and the announcement on the 22<sup>nd</sup> October to increase the real living wage to £13.45 (£25,950p.a.), a review of the current pay scales (from 1<sup>st</sup> September 2025 which included a 4.2% pay award) has identified that two spinal points (SS14 & SS16) currently fall below this level:

#### Current Pay Scales:

SS14 = £24,747

SS16 = £25,713

#### Updated Pay Scales effective from 1<sup>st</sup> September 2025 to include the 'Re:

SS14 = £25,950

SS16 = £25,950

This will impact on 17 members of staff.

### Recommendation:

To approve the increase of the Staff Pay scales to include the real living wage as a minimum payment.

### Police and Crime Commissioner for Dyfed-Powys

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Nolan Principles for Conduct in Public Life.

The above request has my approval.

**Signature:**



**Date:** 11/11/2025