



A Living Wage means workers earn enough to provide their family with the essentials of life. In the words of Prime Minister David Cameron, 'It is an idea whose time has come.'

Living Wage: A Guide For Employers

A large, dark grey circular graphic containing the text 'We are a Living Wage Employer'. The words 'Living Wage' are in a large, bold, white serif font, while 'We are a' and 'Employer' are in a smaller, white serif font. There are two smaller, overlapping dark grey circles on the right side of the main circle.

We are a
**Living
Wage**
Employer

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“Before, I had to work two jobs to put food on the table and pay the rent. I had no time for my family or my community. When the Living Wage was introduced I was able to prioritise the one job and that means I’ve been able to be there for my family and set up a youth group in my community. What I’ve been given, I’m now able to give back.”

*Amin Hussein,
Cleaner and Youth Worker*

What is the Living Wage?

A number.

An hourly wage rate, set independently and updated annually. In London the rate is calculated by the Greater London Authority, and outside London by the Centre for Research in Social Policy.

It's enough to make sure your workers and their families can live free from poverty.

Pay all your people the Living Wage, and you'll know that you're rewarding them fairly for the hard work they do.

In London the current rate is £8.55 per hour.

Outside of London the current rate is £7.45 per hour.

"We've found that paying the Living Wage is a smart business move as increasing wages has reduced staff turnover and absenteeism, whilst productivity and professionalism have subsequently increased."

*Guy Stallard,
Head of Facilities, KPMG*

The history of the Living Wage Campaign

The Living Wage campaign was launched by the charity London Citizens in 2001.

In the ten years since its launch, the campaign has become a powerful force for change in London and across the country.

Initially dismissed as idealistic and impossible it is now recognised as a compelling cause which offers benefits to workers, employers, and to wider society.


Between them, the employers in London who commit to paying a Living Wage have lifted more than 10,000 families out of working poverty.

The Prime Minister says the Living Wage is 'an idea whose time has come'.

The Leader of the opposition is behind it, too. Businesses, universities, charities, and other organisations are signing up now.

And right across the UK employers are signing up to the Living Wage - in Scotland, Wales, Oxford, Norwich, Preston, Milton Keynes, Leeds, Brighton and Newcastle.

The Living Wage campaign is funded by the Trust for London.



"Paying the London Living Wage is not only morally right, but makes good business sense too. There are now over 2,200 employees working for companies with contracts from the GLA who are benefiting from the London Living Wage."

*Boris Johnson,
Mayor Of London, 2010*

How to become a Living Wage employer

What is living wage accreditation?

Living wage employer accreditation is managed by Citizens UK and provides employers with a licence to the living wage employer mark. The accreditation process is simple and is open to employers already paying the living wage, or those committed to an agreed timetable of implementation.

Accredited Living Wage Employers are recognised at the annual Living Wage Awards, hosted in 2010 by KPMG and the Mayor of London.

Which contracted staff are included?

A key success of the living wage campaign has been ensuring that workers such as cleaners are afforded respect and dignity. The test for whether a contracted worker falls within the ambit of the living wage depends on the regularity of service and the location of their work. In simple terms, a living wage employer will ensure contracted workers are paid a living wage in the following circumstances: the worker is on the employer's premises for two or more hours per week, for eight or more consecutive weeks in the year. Full details are contained in the living wage employer accreditation agreement.

What support can you provide with implementation?

We work closely with a range of organisations, including large private sector companies, public sector organisations and charities and community groups. We can provide access sample clauses in procurement documents and case studies for existing living wage employers documents and case studies for existing living wage employers

Are interns or apprentices included in the requirement?

No.

What are the benefits?

The Living Wage is an investment that makes sound business sense. Studies by the Greater London Authority and Queen's University of London, found clear evidence that employers have benefited across a range of areas after implementing the Living Wage. The most significant impacts were improved recruitment and retention, worker morale, motivation and productivity. In addition to the reputational benefits of being an ethical employer.

Here are some headline figures from the GLA's research:



Get in touch

The Living Wage Foundation is supported by our Principal Partners:

KPMG
Linklaters
Queen Mary,
University of London
Resolution Foundation
Save the Children
Trust for London

If you are interested in learning more about the Living Wage or would like to apply for accreditation please contact Rhys Moore or visit www.livingwage.org.uk

Rhys Moore
rhys.moore@citizensuk.org
 07855 284 956

Citizens UK
 112 Cavell Street
 London E1 2JA
 +44 (0) 20 7043 9881

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