

WHAT IS THE LIVING WAGE?

Employer Accreditation

Scottish
*Living
Wage*
Accreditation

KEY FACTS :

- Living Wage accreditation enables employers to be recognised for paying their staff a fair, decent wage. On becoming accredited, employers are awarded with the Living Wage Employer Mark which is a fairtrade mark for responsible pay.
- The Living Wage is an hourly rate set independently and updated annually.
- The Living Wage is calculated according to the basic cost of living in the UK.
- Employers choose to pay the Living Wage on a voluntary basis, while the National Minimum Wage is statutory and enforced by HM Revenue and Customs.



FOR MORE INFORMATION PLEASE VISIT:

URL: scottishlivingwage.org

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An initiative from the Poverty Alliance, in partnership with Living Wage Foundation, funded by the Scottish Government

FOR EMPLOYERS

Independently conducted research on employers who have introduced the Living Wage shows:

- A 25% fall in absenteeism.
- 80% of employers believe that the Living Wage has enhanced the quality of the work of their staff.
- 66% of employers reported a significant impact on recruitment and retention within their organisation.
- 70% of employers felt that the Living Wage had increased consumer awareness of their organisation's commitment to be an ethical employer.

LIVING WAGE RATES:

Year	NMW*	Living Wage
2011	£6.08	£7.20
2012	£6.19	£7.45
2013	£6.31	£7.65

* National Minimum Wage

“

I firmly believe in paying the Living Wage. In 22 years of running businesses I have found that you get the most from people by paying them properly.

”

Tony Marks
2020 Business Group

“

Receiving the Scottish Living wage as opposed to the National Minimum Wage is a life changer for me, I am able to have a better quality of life because I have the extra income to allow this. Because I don't have money worries anymore I can concentrate on my work more.

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Chris Shearer
CVS Inverclyde

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