



FELIXSTOWE

TOWN COUNCIL

Real Living Wage Policy

Background

The Real Living Wage is a higher rate of pay than the government-set compulsory National Living Wage and is based on the actual cost of living in the UK.

The rate is set out by the Living Wage Foundation www.livingwage.org.uk and independently determined on an annual basis by the Centre for Research in Social Policy at Loughborough University. For 2019 the Real Living Wage outside London is £9 per hour.

Policy

Felixstowe Town Council will pay the Real Living Wage to all directly employed staff, as well as to agency workers. We also commit to paying the Real Living Wage to all contracted staff engaged through our procurement processes and seek to achieve official accreditation from the Living Wage Foundation.

We believe that the Living Wage is:

Good for business

- Reduction in staff turnover and sickness rates
- Less absenteeism
- Improved staff morale and productivity
- Better retention of staff
- Recruitment of committed staff
- Reputation as an ethical employer

Good for the worker

- Workers are able to provide properly for themselves and their family
- They are less reliant on benefits
- They don't have to work excessive hours
- They have more time for their family

Good for Felixstowe

- More money is spent locally
- Cambridge has a high-quality, better paid workforce

The Town Council will also work to encourage and support other businesses in Felixstowe to become accredited Living Wage employers.

Policy Approved: Annual Council 15 May 2019 (pending)
Review Body: Personnel Committee recommendation to Council
Review Period: Annually
Next Review: Personnel (October 2020) / Council (January 2021)