

Living Wage Policy Statement

The Living Wage is an hourly rate set independently and updated annually. The rate is calculated according to the basic cost of living in the UK. Employers choose to pay the Living Wage on a voluntary basis. Lothian has chosen to pay the Real Living Wage to ensure we reward our colleagues fairly for the work they do and also to strengthen our commitment as an ethical employer as well as ensuring alignment with our shareholders.

Scope

This policy statement applies to all Lothian colleagues.

Our Commitment

Lothian is committed to paying all colleagues and contractors (where relevant) the Real Living Wage, as defined by the Living Wage Scotland. As an employer we recognise our colleagues are our best asset and committing to paying the Real Living Wage allows us to ensure everyone within the organisation receives a fair wage.

All colleagues, as a minimum, will receive the Real Living Wage.

References

- The National Minimum Wage
- The Real Living Wage
- City of Edinburgh Council publications

Responsibilities

All persons/roles identified within this procedure are responsible for complying with its content.

Monitoring and Review

This procedure is for guidance only and does not form part of any colleagues' contractual rights.

The contents will be reviewed in line with changes in legislation and is subject to revision from time to time.