)RUHPSOR\HHVWKH/LYLQJ:DJH)RXQGDWLRQ¶V/LYLQJ:DJHPHDQVQRORQJHUKDYLQJWR
work multiple jobs, getting some sleep and being able to provide for and spend time with
their family.
For employers, it means higher staff morale, better quality work, improved rates of
retention, lower rates of sickness and absence, and reputational gain. For local
authorities, it can mean more money being spent by local employees in the local
economy.
3.0 THE POLICY CONTEXT
3.1 The strategic context for the &RXQFLO¶V Living Wage policy was derived from the following

x Grants for the purchase of capital assets are exempt from this policy
x Contracts and grants solely for the supply of goods are exempt from this policy.

4.2 Adherence to the Real Living Wage, in accordance with this policy, will be through the
standard terms and conditions of Council contracts and Conditions of Grant Aid
(COGA).

4.3 Any supplier/contractor not willing to apply the Real Living Wage will be
deselected during the procurement process.

4.4 The Council will implement the annually revised Real Living Wage rate as set out by the
Living Wage Foundation within 6 months of the date on which any increase in the UK
Living Wage is officially announced, and will require all suppliers/contractors, sub-contractors and grant recipients to do the same as part of the terms of the contract/grant.

4.5 If the application of the Real Living Wage is not considered to be appropriate this will
need to be justified by the Chief Officer who is commissioning the relevant works or
services and be approved by the Cabinet Member responsible for social value.
Reports that are not advocating the application of the Birmingham Living Wage will not
EHHOLJLEOHIRULQFOXVLRQLQWKH&RXQFLO¶V3URFXUHPHQW*RYHUQDQFH$UUDQJHPHQWV
irrespective of the value.

4.6 Where the application of the Real Living Wage is considered to be appropriate
regardless of the location, this will need to be financially justified by the Chief Officer who
is commissioning the relevant works or services and approved by the Cabinet Member
responsible for social value. It will then be included in the appropriate report.

Birmingham 0008i888 0 595.92 842W
/F4 12 Tf
1 0 0
BminghC6(Lq

Birt1 0 iBtrBBan
Ey16(p 1 0 o)-80r595gJ2 842.4 re

 Whess.