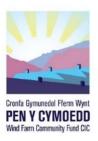
Guidance for Applicants: Real Living Wage



Pen y Cymoedd Wind Farm Community Fund CIC is an accredited **Living Wage Employer** – our employees and contractors will always be paid at least the current Real Living Wage hourly rate.

We are also a real Living Wage Friendly Funder. We strongly support and encourage applicants to pay their employees at real Living Wage levels. Requests for funding to employ staff should reflect Real Living Wage costs whenever possible. We do acknowledge that there may be strong reasons why this might sometimes not be possible for some applicants, but will always ask you to tell us how and why wage levels have been calculated.

You may also wish to consider becoming accredited with the Living Wage Foundation as a Living Wage Employer – you can find out more here - www.livingwage.org.uk

What is the Living Wage?

2023/2024	The Minimum Wage	National Living Wage	Real Living Wage
	Government Minimum for	Government Minimum for	Based on what people need to
	Under 23s	23 and over	live
What is it?	> 21 to 22: £10.18	£10.42	£12
	➤ 18 – 20: £7.49		
	Under 18: £5.28		
	Apprentice: £5.28		
Is it the	Yes - created by the National	Yes – introduced in in April	No - voluntary
law?	Minimum Wage Act 1998	2016	
Age group	Up to 22	23 and over	18 and over
covered?			
How is it	Negotiated settlement based	A % of medium earnings, it	Calculation made according to
set?	on recommendations from	aims to reach 66% of median	the cost of living, based on a
	businesses and trade unions	earnings by 2024	basket of household goods
			and services

Benefits of the Real Living Wage

When their wages are low, people have to spend less. This inevitably affects local economies. Paying a wage that has been calculated in relation to the actual cost of basic goods means that people are more likely to be able to buy them. If people in employment can afford to live life fully, everyone benefits: people are more likely to spend locally – boosting local economies.

Working with the Living Wage Foundation, Cardiff Business School surveyed over 800 accredited real Living Wage businesses, including Small and Medium Enterprises (SMEs). 86% reported that Living Wage accreditation had enhanced their organisation's general reputation as an employer. Over half of employers reported that the Living Wage had improved both recruitment and retention, and that staff motivation was increased.

Living Wage Foundation website: www.livingwage.org.uk

NB: compliance with this guidance note does not guarantee that an application will be successful – it just gives an indication of our assessment process and criteria.