

# **APPENDIX A**

## **LIVING WAGE CLAUSE**

The Living Wage is a rate of pay that enables a worker to provide a decent standard of living for themselves and their family. In London, the Living Wage currently stands at £9.15 per hour. Outside London the rate is £7.85 per hour (this is reviewed each October).

Accreditation means that we need to ensure regular contracted staff are in receipt of the Living Wage. Living wage applies where the worker is on the employers premises for two or more hours per week, for eight or more consecutive weeks in the year. Apprentices are not included in the requirement.

## **General**

1.1 It is a condition of this Agreement that, for the duration of this Agreement:  
(a) the Contractor pays all employees who are employed by the Contractor to perform services pursuant to this agreement not less than the Living Wage, as set annually by the Living Wage for Families Campaign; and  
(b) notwithstanding 1.1 (a), the contractor has up to 12 months from the date on which any increase in the Living Wage is adjusted by Living Wage for Families Campaign, to increase any or all wages such that the Contracted Employees continue to be paid not less than the Living Wage.

## **Sub Contracting**

1.2 If the Contractor sub-contracts all or part of the provision of the Services to a sub-contractor pursuant to clause [1.1 ], the Contractor shall ensure that any subcontractor adheres to clause 1.1 as though it were the contractor.

## **Termination of Contract**

A breach by the Contractor of its obligations pursuant to clauses 1.1 and 1.2 shall constitute a material breach by the Contractor of this Agreement which shall entitle the client to terminate this Agreement.