

Dear Sir / Madam,

### Cardiff – A Living Wage City

As the Leader of the City of Cardiff Council, I would like to make you aware of the support on offer from the Council if you are considering becoming a ‘Living Wage’ employer.

There are an increasing number of employers in Cardiff who recognise the benefits to their business of paying the ‘real’ Living Wage, over and above the mandatory National Living Wage set by the UK Government. The City of Cardiff Council became the first ‘Living Wage’ Council in Wales back in 2012 and is also an accredited Living Wage employer.

Any business that is interested in becoming a Living Wage employer should contact the Council’s Commissioning & Procurement Team (e-mail: [procurement@cardiff.gov.uk](mailto:procurement@cardiff.gov.uk)) for further information on the Living Wage and the financial assistance that is available from the Council in 2017/18 to local businesses seeking accreditation that employ up to 250 staff.

If you already pay all of your staff the ‘real’ Living Wage, then I would like to thank you for your support and encourage you to seek accreditation by the Living Wage Foundation ([www.livingwage.org.uk](http://www.livingwage.org.uk)). In doing so, we can work together to ensure that Cardiff is recognised as a Living Wage City.

Yours sincerely,




**Councillor Phil Bale**  
**Leader, The City Of Cardiff Council**



## Explaining UK Wage Rates

	Minimum Wage 21-24	Minimum Wage 25+ (‘national living wage’)	Living Wage
	£7.05	£7.50 from April 2017	£8.45 across the UK and £9.75 in London
Is it the law?	Law	Law	Voluntary
What age group is covered?	21 and older	25 and older	18 and older
How is it set?	Negotiated settlement based on recommendations from businesses and trade unions	A % of median income, currently at 55% it aims to reach 60% of median income by 2020	Calculation made according to the cost of living, based on a basket of household goods and services
Is there a London Weighting?	No London Weighting	No London Weighting	Yes - there is a separate higher rate for London