

Cardiff Council - 'Real' Living Wage Accreditation Support Scheme

Terms and Conditions

1. The scheme will apply to all employers who occupy a non-domestic property within Cardiff Council's area and are liable for the payment of Business Rates and not being in deficit.
2. The scheme will apply to all organisations with up to 250 employees.
3. A business must become accredited with the Living Wage Foundation (LWF) i.e., has a signed accreditation licence agreement with the LWF. Confirmation of accreditation with the LWF will be conclusive proof. If the accreditation licence is for a phased implementation, entitlement is confirmed when the licence is signed.
4. The cost of accreditation is based on the number of employees and whether the organisation is a private or public body, and set by LWF. The accreditation fee charged by the LWF will be evidence of the size of the organisation.
5. The LWF monitors organisations and should any business break the agreement within 3 years of signing it then any discount awarded will be re-claimed.
6. The grant is a one-off award and equivalent to 3 times the accreditation cost quoted by the LWF at the time of becoming accredited. The payment will be made by (BACS) Bankers Automated Clearing Service.
7. The payment offered is a one-off, cannot be backdated, and will be on a first-come-first-served basis until our overall contribution equals £50,000.
8. Entitlement to the payment is subject to Subsidy Control Statutory Guidance Minimal Financial Assistance (MFA) threshold of £315,000 cumulated over the current and previous two financial years, as specified in section 36(1) of the Subsidy Control Act (2022). This means you must confirm that your organisation has not received more than [£315,000 minus the value of the subsidy] in MFA subsidies or comparable types of subsidies (see section 42(8) of the Subsidy Control Act) in this and the previous two financial years.
9. If a qualifying business moves out of the Council's area within 3 years of becoming accredited the payment can be re-claimed. However if the ratepayer moves within the area the payment will remain.
10. National/multi-national companies - these will be entitled to apply if they are accredited with the LWF, however if they are liable for more than 1 property in the Council's area they will only be entitled to one grant. The Subsidy Control Act (2022) rules may also preclude them from financial assistance.