

27 November 2023

The Living Wage Foundation Announces 2023-24 rates

The real Living Wage is set by the Living Wage Foundation and is the only UK wage rate that is voluntarily paid by over 14,000 UK businesses

These businesses believe that their staff deserve a wage which meets everyday needs - like travel, the weekly shop, or a surprise trip to the dentist.

The real Living Wage has been consistently higher than the government's national minimum wage since its introduction in 2003. It includes a national rate and a London rate to reflect the higher cost of living in the capital. Several government departments instruct facilities management companies to pay it to their staff as the minimum rate of pay on the outsourced contract.

The government recently announced that the National Living Wage, which is effectively the minimum wage, will increase to £11.44 per hour for those 21 and over from 1 April 2024; £8.60 for those 18-20; and £6.40 for under 18s and apprentices.

However the real Living Wage rates for 2023-24 rates, announced on 24 October are:

- **£12:00 an hour across the UK (an increase of £1.10)**
- **£13.15 an hour in London (an increase of £1.20).**

Employers usually have up to six months to implement the increase, but there is no reason why they should not implement it straight away. Many employers do.

Your PCS representatives are asking all facilities management companies that already pay the real Living Wage to implement the new rates immediately, rather than wait until May 2024. Prompt payment will provide some financial support to deal with the cost-of-living crisis.

Contact your PCS representative or your PCS full time officer to find out what your employer's response to this request has been.