

**Real Living Wage (RLW) Policy Statement**

<b>Policy Number</b>	20
<b>Version</b>	1
<b>Policy Contact</b>	Matthew Betteridge
<b>Date Issued</b>	15 <sup>th</sup> May 2024
<b>Next review Date</b>	15 <sup>th</sup> May 2025
<b>Target Audience</b>	Agency Workers
<b>Approved by</b>	OneCall24 Policy Team

**Statement**

One Call 24 believes in the Living Wage as an employer and commits to ensure all employees, working directly or indirectly, will be paid the RLW and ensure its employees earn a wage that goes beyond the government minimum wage.

The living wage is an independently calculated hourly rate of pay based on the cost of living in the UK and it is update annually. There are two rates of Living Wage: one for individuals based in Greater London (London Living Wage) and another rate for the rest of the UK (UK Living Wage). The current hourly rates for London Living Wage and UK Living Wage can be found on the Living Wage Foundation website at [www.livingwage.org.uk](http://www.livingwage.org.uk).

OneCall24 will not seek formal accreditation as a 'Living Wage Organisation'.

**Aims, objectives and scope of this policy**

- OneCall24 will be transparent about its wage-setting policies. It will encourage employees to raise concerns about their wages and expenses and will handle those concerns in an open and non-discriminatory way.
- OneCall24 will encourage other organisations it works with to pay their employees a living wage, and will consider whether suppliers pay a living wage when procuring goods and services
- Chief Executive of OneCall24 has responsibility for ensuring that a living wage is paid to all employees

**Review**

This policy statement will be reviewed annually as part of our commitment to upholding professional standards. It may be altered from time to time in the light of legislative changes, operational procedures or other prevailing circumstances.