

**DISCRETIONARY RELIEF POLICY 2015**

**3.14. Living Wage Discount Policy 2015/16 Relief.**

Enacting legislation - Localism Act 2011 amending Section 47 of the Local Government Act 1988. This allows councils to award local discounts to businesses.

The discount is available to Small and Medium Enterprises (SME's) as defined by European Legislation and covers businesses of 1 or more up to 250 employees.

The discount is for the period 1<sup>st</sup> April 2015 until 31<sup>st</sup> March 2016 and is awarded to SME's who sign up to pay the Living Wage, currently £7.85 per hour, (subject to review November 2015) and receive licensed certification confirming the living wage is payable to all employees of the company from the Living Wage Foundation.

Production of the aforementioned certificate plus fee invoice/receipt will result in an award which will be credited to the businesses rate account, the only time an award will not be made is if the business rate account is zero owing to the award of other reliefs or discounts or certificate production to the council is made 1<sup>st</sup> April 2016 or later.

For firms with up to ten employees the award will be £500. The award will be for five times the licence accreditation fee payable to the Living Wage Foundation, to a maximum of £5,000; said fee is dependent on the size of the organisation. Cancellation/removal of the award will result in removal of the Living Wage Discount.

The Living Wage scheme will only be operational for the period 1<sup>st</sup> April 2015 to 31<sup>st</sup> March 2016. Awards will only be issued upon production of the Living Wage licence produced between 01 April 2015 and 31<sup>st</sup> March 2016.

This is a cash limited incentive and will be achieved by initially limiting the awards to the first 20 employers with less than 10 employees and the first 20 with more than 10 but less than 250 employees. The residual sum to be used for applications from either category on a first come basis.

The Living Wage Foundation details are as follows:-

Living Wage Foundation  
112 Cavell Street  
London E1 2JA

Phone 020 7043 9882

<http://www.livingwage.org.uk>