

# Dundee Central Waterfront Living Wage Agreements



## Introduction

The vision for the Waterfront is “To transform the City of Dundee into a world leading waterfront destination for visitors and businesses through the enhancement of its physical, economic and cultural assets.” Dundee City Council is committed to ensuring that maximum economic and social benefit is secured for all of its citizens during this transformation process, which includes tackling in work poverty.

Dundee City Council is a Living Wage Employer. Payment of the Living Wage is recognised as an important part of being a progressive employer and contributing towards addressing the challenge of in work poverty.

The Council is aspiring that Dundee becomes a Living Wage City and is committed to encouraging all businesses operating and subcontracting in the design and build stage within the Dundee Central Waterfront and end users to consider paying it.

It is important that companies who benefit from public money can demonstrate that they are putting something back into their communities and key benefits from businesses implementing the Living Wage include: easier recruitment & retention; higher quality of staff and better productivity, motivation and loyalty.



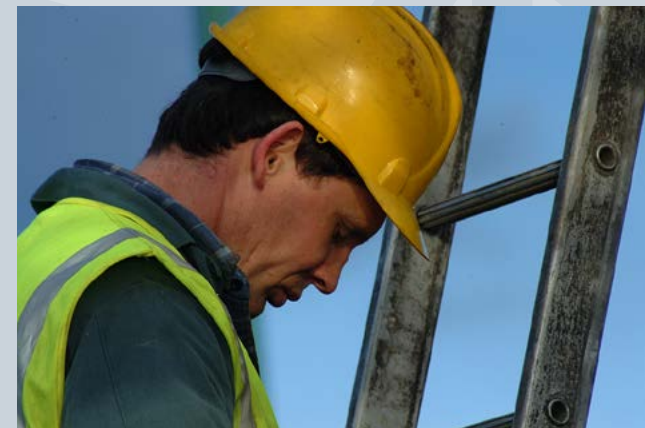
The Living wage is a term used to describe the minimum hourly wage necessary for shelter (housing and incidentals such as clothing and other basic needs) and nutrition for a person for an extended period of time (lifetime). This standard generally means that a person working full-time, with no additional income, should be able to afford a specified quality or quantity of housing, food, utilities, transport, health care, and recreation.

The current Living Wage hourly rate is £9.00 (from November 2018)\* this figure is based on research carried out by the Resolution Foundation in partnership with the Living Wage Commission which looks at developing a formula for calculating a minimum income standard. This would apply to all employees aged 18 or over with the exception of apprentices and interns.

For avoidance of doubt this rate differs from the 'National Living Wage' which from 2 April 2016 will replace the National Minimum Wage. This is set by the UK government and only applies to those over 25 years old.

Further information on the Living Wage in Scotland is available at <http://scottishlivingwage.org/> and <http://www.livingwage.org.uk/>

\*This figure changes on an annual basis in November each year.



## The Living Wage Pledge

To achieve this Dundee City Council requests developers to consider, as far as is practical, to pay the Living Wage to all staff during both the Construction and End User Phases of Developments.

Paying a Living Wage offers clear benefits to employers. The payment of a Living Wage can have a positive impact of value for money and service delivery. Feedback from suppliers who have implemented the Living Wage has identified benefits including:

- Easier recruitment and retention, reducing recruitment costs.
- Higher quality staff.
- Better attendance.
- Better productivity, motivation and loyalty.

### Construction Phases

- Developers commit to as much as possible promote the Living Wage among contractors and subcontractors.
- Monitoring implementation of the Living Wage within construction phase. Dundee City Council can provide guidance on monitoring approaches.

### End User Agreements

- Developers commit to as much as possible promote the Living Wage among tenants.
- Monitoring implementation of the Living Wage within the end use phase. Dundee City Council can provide guidance on monitoring approaches.



## Contact

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