

Department of Community and Children's Services

Judith Finlay

Director of Community and Children's Services



The City of London Corporation (the City) operates a Living Wage Policy [Living Wage - City of London](#) and is an accredited Living Wage employer.

The Living Wage is an hourly rate set independently and updated annually and is calculated according to the basic cost of living in the UK. There are two rates of Living Wage: one for those 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 are available from the Living Wage Foundation website [Living Wage Foundation](#) as well as frequently asked questions [FAQs | Living Wage Foundation](#).

The City will ensure to the extent permitted by law that any of its directly appointed contractors and their sub-contractors:

- comply with the City's Policies which include paying, the London Living Wage to those employees, workers or the self-employed based in Greater London and the UK Living Wage to those employees, workers or the self-employed based outside Greater London. This applies to all employees, workers or the self-employed delivering two or more hours of work to the City
- immediately uplift the amount which it pays to affected employees, workers or the self-employed by the same amount as any increase to the London Living Wage or UK Living Wage, effective the first month following the announcement of the annual uplift. And,
- provide to the City such information concerning the application of the London Living Wage as the City may reasonably require from time to time including the completion of an Annual Statement.
- disseminate on behalf of the City to its personnel and sub-contractors' employees, workers or the self-employed engaged in the provision of the works and services such questionnaires as the City may reasonably require from time to time and promptly collate and return to the City of London responses to such questionnaires; and
- co-operate and provide all reasonable assistance in monitoring the effect of the Living Wage on the quality of service provided under the Contract

The City wishes to determine whether the wage rates to be paid to those employees, workers or the self-employed of the winning bidder who will be engaged in the provision of the services or works, and which have been allowed for within the winning bid, will meet or exceed the current published Living Wage rates. When submitting bids, Bidders must take this into consideration details of actual wage rates and whether these meet or exceed current rates for Living Wage.

Bidders must note that it is the intention of the City not to contract any supplier who does not comply with the Living Wage Policy and Living Wage will form part of the evaluation criteria

The evaluation of tenders, so far as it is affected by wage rates, will be confined to the actual wage rates provided for in the tender.

If the bid information discloses that the bid DOES NOT allow for the Bidder's employees, workers or the self-employed to be paid wage rates which meet or exceed the current published Living Wage rates, the bid will be disqualified.