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27 January 2014

Dear Carole

RE: implementation of the London Living Wage

On 14 October 2013 Barnet Council approved the payment of the London Living Wage (LLW) for all staff who are currently earning less than the LLW recently upgraded to £8.80 an hour.

UNISON notes in the report to Remuneration Committee (see attached) at paragraph:

“3. CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

3.1. The Council believes that no-one should do a hard day’s work for less than they can live on, and that all our staff deserve to be paid at least the Living Wage. Council considers that if everyone in London on low pay were paid at least the living wage it could potentially save the government money by increasing the tax base and reducing spend on welfare benefits.

3.2. In addition, the Council believes that the added benefit to the Council of paying at least the living wage, include increased productivity and lower staff turnover, which would reduce recruitment costs.”

It is UNISON’s view that **all employers** who provide public services and who currently pay their staff below the London Living Wage should recognise the benefits and make plans to adopt the above statement.

UNISON notes the endorsement from the Mayor of London, the current Conservative mayor, Boris Johnson, who makes the following statements about the Living wage:

‘Being paid at least the London Living Wage... is designed to provide a minimum acceptable quality of life’

Paying the London Living Wage is not only morally right, but makes good business sense too. What may appear to a company to be an unaffordable cost in a highly competitive market should more often be viewed as a sound investment decision. I believe that paying decent wages reduces staff turnover and produces a more motivated and productive workforce'

UNISON notes that the private sector has already started to adopt the LLW with organisations such as Barclays, HSBC, Deutsche Bank, Morgan Stanley, Lehman Bros, Linklaters, PWC, KPMG, Macquarie, Morgan Stanley, Normura, PWC, Prudential, RBS, Standard Chartered to name but a few.

Our branch has long supported the Living Wage campaign and we are currently writing to all contractors providing services to Barnet residents about adopting the LLW. I am therefore writing to you in your role as Chief Executive of Fremantle Trust the following questions

Do you have any staff currently providing a service to Barnet residents earning less than the LLW?

If yes, are you considering adopting the LLW?

I look forward to hearing back from you.

Yours sincerely

A handwritten signature in black ink that reads "JO BURGESS". The letters are written in a cursive, slightly slanted style.

John Burgess
Branch Secretary

cc: Steve Terry, UNISON Fremantle reps, UNISON members