

KENNY WASTE MANAGEMENT IS AN ACCREDITED LIVING WAGE EMPLOYER

Kenny Waste Management 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 Living Wage is an hourly rate set independently and updated annually by the Living Wage Foundation. The Living Wage is calculated according to the real costs of living, based on a basket of household goods and services. It is intended to allow people to provide for themselves and their families.

INTRODUCTION

Employers choose to pay the Living Wage on a voluntary basis as opposed to the National Minimum Wage and the National Living Wage which are statutory obligations.

We strive to make the community we operate in a better place and is of the view that payment of a Living Wage can have a positive impact on the delivery of services as well as economic and social benefits.

We are also committed to providing better a quality-led value for money service and feel the payment of a Living Wage can contribute to this goal.



LIVING WAGE BENEFITS

Kenny Waste Management recognises payment of the Living Wage has many advantages and these include:

- Staff retention and reduced turnover
- Increased commitment to organisation
- Reduction in absenteeism
- Ethical employment practices
- Heightened employee engagement
- Reduction in poverty affording people the opportunity to provide for themselves and their families

LIVING WAGE COMMITMENTS

For Kenny Waste Management being a Living Wage employer means the following:

- We will continue to pay the Living Wage for all our directly employed staff.
- We will increase the Living Wage paid if amended nationally (subject to budget) and implement as soon as possible.
- We will aim to encourage and promote on a case by case basis that all employees of our contractors working on qualifying service contracts be paid the Living Wage.



Neil Mackey

Managing Director
Kenny Waste Management
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