



Archdiocese of St Andrews & Edinburgh

## **Real Living Wage**

The Trustees of the Archdiocese have agreed to formally adopt the policy of paying the **Real Living Wage** for all direct employees of the Archdiocese.

That includes those working in parishes who meet the criteria of an employee aged 18 and over.

The main reason to introduce this policy is to align the income of employees with the cost of living - the Real Living wage is £12.60 per hour (as of April 2025).

### **About the Real Living Wage**

The real Living Wage is the only UK wage rate based on the cost of living. Calculation is made according to the cost of living, based on a basket of household goods and services.

It is voluntarily paid by over 15,000 UK businesses who believe their staff deserve a wage which meets everyday needs - like the weekly shop, or a surprise trip to the dentist.

By paying the real Living Wage, employers are voluntarily taking a stand to ensure their employees can earn a wage which is enough to live on. the cost of living, based on a basket of household goods and services.

*To find out more visit [www.livingwage.org.uk](http://www.livingwage.org.uk)*