

SCOTTISH GOVERNMENT: FAIR WORK FIRST

Supporting Guidance on the application of the real Living Wage condition in relation to UK-based staff and workers

The wording of real Living Wage condition has been updated to clarify the UK-based staff and worker scope as noted below:

Payment of at least the real Living Wage

- In general, a grant recipient must demonstrate it is paying at least the real Living Wage before it can access a grant.
- All staff who are directly employed by the grant recipient and work in Scotland must be paid at least the real Living Wage. This applies to all directly employed staff aged 16 and over, including apprentices. In addition, all workers who are directly engaged in delivering the grant funded activity, even those not directly employed by the grant recipient such as sub-contractors and agency staff, must also be paid at least the real Living Wage. This applies to workers aged 16 and over, including apprentices, who are based anywhere in the UK, not just those who work in Scotland.