

Living Wage

Aotearoa New Zealand



LIVING WAGE EMPLOYER ACCREDITATION POLICY

1. The criteria for an Accredited Living Wage Employer¹ are as follows:
 - a. All directly employed workers are on the current Living Wage prior to accreditation
“Directly employed” means that workers employed by a business/organisation in an employer/employee relationship
 - b. All indirectly paid workers employed by contractors, delivering a service to the business/organisation on a regular and on-going basis², are either on the current Living Wage or on milestones agreed as part of the License
 - c. Employers have provided workers with access to a union³, and
 - d. Employees’ terms and conditions have not been reduced in order to meet the current Living Wage rate. An example of this may be the reduction of hours or other benefits in order to pay for the cost of delivering the Living Wage.
2. The Living Wage Licence will remain valid for 12 months or until the release of the new Living Wage rate.
3. The licensed Living Wage Employer must implement the new Living Wage rate within four months of the release of the new rate in order to continue to be a license-holder.

-
1. The words “Living Wage Employer” refer to any franchiser and its franchisees i.e. a Living Wage franchiser must ensure all franchisees are also meeting the criteria for a Living Wage.
 2. The intention of this clause is to at least cover cleaners and others coming in to the workplace to do regular work. It would generally apply to work done on the premises but some contracting out is not necessarily on the premises (e.g. book-keeping, deliveries) and could be taking place in other workplaces or in the home. In some cases the workplace is not a building and the contracted work could be out in the community (e.g. construction, home care, truck-driving). Wider procurement issues such as contracts the employer has with printers, telecommunication providers, electricity retailers and so on, would need to be addressed on a case-by-case basis. For the purposes of this provision they are not considered “regular and on-going” and would not be a requirement of accreditation.
 3. There is a current requirement in law to provide union access (Employment Relations Act 2000 s20). Accreditation will seek confirmation that this has been acted upon and that where there is a current relationship with a union that this union has been notified.