

## Voluntary Living Wage Guidance

A decision has been taken by Bradford Teaching Hospitals NHS Foundation Trust to pay our employees at a rate equivalent to the Voluntary Living Wage for the year commencing 1 April 2016. This is higher than the National Living Wage recently introduced to replace the National Minimum Wage.

The Voluntary Living Wage rate is currently set at £8.25 per hour. BTHFT will top up basic pay to the equivalent of this rate as a non-consolidated payment for all employees paid below this rate – those paid on or equivalent to Agenda for Change Band 1 and some on Band 2 will be affected. The increased rate will not apply to unsocial hours payments and will not be pensionable.

Bank staff will, if eligible, receive the non-consolidated top up payment on a quarterly basis, paid in arrears.

This non-consolidated top up will not apply to apprentices and trainees.

Payment of the Voluntary Living Wage will be reviewed by the Board of Directors on an annual basis; the Trust retains the right to withdraw this top up payment and payment in one financial year does not guarantee payment in subsequent years. It does not represent a change to your terms and conditions of employment.

For further information please go to the Bradford Payroll Services:  
<http://www.bradfordnhspayrollservices.co.uk/>