

SERVICE UPDATE

<u>Name of Cluster:</u>	Corporate Services
<u>Date:</u>	26 August 2025
<u>Title of Update:</u>	Real Living Wage Employer Accreditation
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Further to the Anti-Poverty and Inequality Committee Meeting on 11 June 2025, this update provides further information in respect of the targets set within the [Making Aberdeen & Aberdeenshire A Living Wage Place Action Plan 2025-2028](#).

The total number of registered enterprises in Aberdeen City and Aberdeenshire is 21,500. The targets for increasing the number of registered enterprises accredited real Living Wage employers is set out below.

Core Targets		Baseline	Year 1 Target	Year 2 Target	Year 3 Target	Cumulative Target
		April 2025	April 2026	April 2027	April 2028	
Accredited real Living Wage employers	Region	211	251	301	361	361
	Aberdeen City	116	20	25	30	191
	Aberdeenshire	95	20	25	30	170

The primary purpose of Real Living Wage Employer Accreditation is to ensure that workers receive a liveable wage that keeps pace with the cost of living. Accreditation is a welcome and visible sign that an employer has taken an important step toward ensuring fair work. However, not all employers who pay the Real Living Wage will choose to accredit. In 2019 the number of employers accredited was only 40 when we started this improvement initiative. Since then, we have increased this to 116. Even without formal accreditation, employees still benefit meaningfully from receiving a wage that meets their needs.

The target of 1.68% of registered enterprises accredited is consistent with targets set in other parts of Scotland and the UK. Current efforts prioritise engagement with high-profile employers, as their participation helps amplify the message around the importance of the Real Living Wage. This strategy also encourages other employers, particularly those not yet paying the Real Living Wage, to follow their lead. Support for employers includes the publication of case studies, sharing of best practice, and toolkits developed by the Living Wage Foundation to assist sectors such as hospitality. The scale of employer engagement is commensurate to the resources available.