

From: [Hannah Miller](#)
To: [All Staff](#)
Subject: Now with the correct link to the video :)
Date: 12 November 2021 09:28:04



We are delighted to announce that Nviro is now an accredited Living Wage Employer! This means that every member of staff working for Nviro will earn the real Living Wage or above. The real Living Wage is higher than the government's minimum, or National Living Wage, and is an independently calculated hourly rate of pay that is based on the actual cost of living.

As a Living Wage Employer, our employees will receive a pay increase each year in line with the real Living Wage and the certainty of receiving this each year on the 1st May.

Nviro's promise is that our employees' pay reviews are led by people's basic needs and not linked to what our clients can afford, guaranteeing all our staff will receive the minimum of the real Living Wage.

Over 6000 organisations, including Nviro, voluntarily choose to pay the real Living Wage because we believe that a hard day's work deserves a fair day's pay. We are **extremely proud** to say that Nviro are the first cleaning company with over 500 frontline employees to achieve this status!

To raise awareness of our amazing accomplishment and to celebrate the Living Wage movement, we are taking part in this year's Living Wage week from Monday 15th November. The week is a brilliant opportunity for our company to promote our Living Wage accreditation to staff, customers, and the public.

I will be hosting a drop-in session that will take place on **Friday 19th November** for all members of staff to attend via Zoom. This will be a great opportunity for employees to understand what the Living Wage means to them and our joint success as a business. A calendar invite will be sent out to all staff shortly, look out for this either on Email, WhatsApp, Facebook or the Employee Portal.

To learn about how the Living Wage Campaign began in 2001, please watch the video below.

[Watch video](#)