



25 April 2022

### **Cleanology joins Living Wage leadership group**

Cleanology CEO Dominic Ponniah has joined the Living Wage Foundation's Recognised Service Provider (RSP) Leadership Group. The group acts to encourage wider take-up of fair pay, and to make the accreditation scheme more effective.

Ponniah said: "I feel incredibly privileged to play a role in shaping the group and pioneering fair pay. In our industry, with many staff classed as low-skilled, decent pay is an issue for many. As a member of the leadership group, I hope to act as a bridge between the Living Wage Foundation and the cleaning industry, to increase our own client uptake of support for the Real Living Wage, and to promote transparency among businesses that display fair pay credentials."

Cleanology publishes a monthly report on the number of new clients signing up to the Living Wage. In January, this figure was 100 per cent. In total, over 70 per cent of the company's workforce is paid a Real Living Wage rate or higher; the aim is to reach 80 per cent by the end of the year, rising to 100 per cent within 2 years.

Ponniah added: "As a company, we have advocated for the Real Living Wage for over 10 years and used media platforms to highlight the need for industry support, as well as commissioning independent research into attitudes towards fair pay among facilities management and wider business. Winning a Living Wage Champion award in 2021 was a career highlight, and one that I am keen to build on."

Sebastian Bachelier, Programme Manager at the Living Wage Foundation welcomed Ponniah to the group, saying: "Dominic has been a great proponent of the Real Living Wage and the Recognised Service Provider accreditation and we, at the Living Wage Foundation,

are delighted to have him join the Recognised Service Provider Leadership Group. He will make a brilliant addition to this group, bringing enthusiasm, specialist sector knowledge and a strong commitment to the Real Living Wage as well as a commitment to social causes more broadly, such as the Hygiene Bank and green business practices.”

Recognised Service Providers (RSPs) are those companies that employ outsourced staff. Of the 10,000 businesses signed up to Living Wage Foundation accreditation, 177 fall under this category.

Bachelor said: “For many service providers within the cleaning and facilities management industries, pay rates are largely dictated by client-side procurement needs. This limits the extent to which service providers are able to allocate higher rates of pay, such as the Real Living Wage, to frontline staff, while making it virtually impossible for many service providers to accredit as Living Wage Employers.

“For this reason, the Recognised Service Provider accreditation was created, giving the client the opportunity to guarantee a Real Living Wage to their third party contracted staff, while being able to consider the benefits for their business. These benefits can include improved rates of retention, higher levels of productivity and more motivated and engaged members of staff.

Ponniah, who also sits on the All-Party Parliamentary Group (APPG) for the cleaning and hygiene sector, is keenly aware of the difference the Real Living Wage can make. “It’s really important to remember the impact that fairer pay can have on individuals. One of our long-term cleaning operatives has described the difference as life changing. Groups such as the APPG can help to raise these issues, as well as exploring areas such as arrangements for low-skilled workers to enter the country, cleanliness accreditations and application of the apprenticeship levy to enable lower-skilled workers to progress.”

Dominic’s first attendance at the Living Wage RSP Leadership Group took place on 23 March 2021.

Ends



Cleanology CEO Dominic Ponniah

Visit: <https://cleanology.com/services/office/>

**For further information, please contact:**

Jonny Sharp

**Suzanne Howe Communications**

Tel: +44 (0) 7921 511155

Email: [jonny@suzannehowe.com](mailto:jonny@suzannehowe.com)

Twitter: [@suzannehowecomm](https://twitter.com/suzannehowecomm)

Web: [www.suzannehowe.com](http://www.suzannehowe.com)

**Notes for editors:**

Established over 20 years ago, Cleanology provides professional office and commercial cleaning services, property maintenance and a wide range of support services across London and Manchester.

Our clients include blue-chip corporates, Royal palaces and some of the world's most famous brands.

As a multi award-winning family business, we are now one of the most established companies in the industry, employing over 700 people.

With a constant focus on technology, innovation, quality, sustainability and social responsibility, we are proud to be Living Wage Foundation accredited service providers, ISO:9001 accredited for quality and ISO:14001 accredited for environmental management as well as members of the prominent Green Organisation promoting environmental innovation and best practice.

**LWF notes to the Editor/Appendix:**

The Real Living Wage is the only rate calculated according to what people need to make ends meet. It provides a voluntary benchmark for employers that choose to take a standby

ensuring their staff earn a wage that meets the costs and pressures they face in their everyday lives. The UK Living Wage is currently £9.90 per hour. There is a separate London Living Wage rate of £11.05 per hour to reflect the higher costs of transport, childcare, and housing in the capital. These figures are calculated annually by the Resolution Foundation and overseen by the Living Wage Commission, based on the best available evidence on living standards in London and the UK.

### **What about the Government's national living wage?**

In July 2015 the Chancellor of the Exchequer announced that the UK Government would introduce a compulsory 'national living wage'. It was introduced in April 2016, originally applying for all workers over the age of 25, is currently £8.91 an hour (this will increase to £9.50 an hour from the 1<sup>st</sup> April) and applies for workers over the age of 23. The rate is different to the Living Wage rates calculated by the Living Wage Foundation. The government rate is based on median earnings while the Living Wage Foundation rates are calculated according to the cost of living in London and the UK.

Recognised Service Providers guarantee the Real Living Wage to their directly employed staff and to their regular third-party contracted staff who are, crucially, not tied to client contracts. Where Recognised Service Providers differ from Living Wage Employers is in relation to staff and subcontracted staff who are tied to client contracts. Recognised Service Providers pledge to always offer a Real Living Wage option to prospective and current clients alongside every market rate tender bid, giving the client an opportunity to implement the Real Living Wage through their contracts.

Living Wage Employers must guarantee the Real Living Wage to all of their directly employed members of staff while having a plan in place to pay all regular third party contracted staff the Real Living Wage within a 3 year period.

The Living Wage Foundation is the organisation at the heart of the movement of businesses, organisations and individuals who campaign for the simple idea that a hard day's work deserves a fair day's pay. The Living Wage Foundation receives guidance and advice from the Living Wage Advisory Council. The Foundation is supported by our principal partners: Aviva; IKEA; Joseph Rowntree Foundation; KPMG; Linklaters; Nationwide; Nestle; Resolution Foundation; Oxfam; Trust for London; People's Health Trust; and Queen Mary University of London.