PRESS RELEASE

FOR IMMEDIATE RELEASE

PENSIONS POLICY INSTITUTE
PPI

PPI becomes Living Pension Employer

The Pensions Policy Institute (PPI), the UK's leading independent authority on pensions and retirement policy, has today been accredited as a Living Pension Employer, alongside its accreditation as a Living Wage Employer.

As an accredited Living Pension Employer, the PPI is publicly demonstrating its longstanding commitment to supporting employees' retirement outcomes. Everyone working at the Institute already benefits from a minimum employer contribution of 8%, more than double the minimum legal requirement of a 3% employer contribution.

PPI's employees can save the equivalent of 16% of their salary into their workplace pension each year, with the option to contribute more if they wish. The PPI contributes the equivalent of up to 12% of its employees' salaries into their workplace pensions, through a combination of its minimum 8% employer contribution and matched contributions of up to a further 4%.

The PPI's recently received Living Wage accreditation also demonstrates the Institute's employees all receive at least the London Living Wage, currently £15.45 per hour. Complementing this, Living Pension accreditation provides independent recognition that the PPI's workplace pension arrangements meet the standards set by the Living Wage Foundation to support employees in building adequate retirement savings.

Building on the Living Wage, the Living Pension launched in March 2023 and there are now over 120 accredited Living Pension Employers. The Living Pension savings target is 12% of a full time Living Wage worker's salary, made up of a minimum 7% employer contribution.

Following a feasibility study completed in 2024 by Isio, a pensions and employee benefit consultancy, the Living Wage Foundation has now extended the Living Pension to Defined Benefit pensions.

Maritha Lightbourne, Head of Finance and Operations at the PPI, commented:
"The Living Pension and Living Wage accreditations are important milestones for the PPI. As an institute dedicated to improving understanding of pensions and retirement policy, we recognise the challenges people face in balancing day-to-day financial pressures with saving for the future.

"Supporting our staff both today and in retirement is incredibly important to us. The PPI has for many years paid at least the London Living Wage and provided minimum employer pension contributions of 8%, and we are pleased that Living Wage and Living Pension accreditation provide independent recognition of those longstanding commitments. We are grateful to the Living Wage Foundation for both accreditations and look forward to building on this success in the future."

Graham Griffiths & Emily Sawh, Co-Directors of the Living Wage Foundation, said:
"We are delighted that the PPI has signed up as a Living Pension and Living Wage employer, providing stability and security for their workers now and in the future. Over the last ten years the Living Wage campaign has grown in strength and numbers. Now paid by nearly 16,000 employers, it delivers essential pay rises to almost half a million workers every year. The Living Pension builds on this by encouraging employers like the PPI to do more to help their workers build a pension pot that provides a decent standard of living in retirement."

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About The Pensions Policy Institute (PPI)

The Pensions Policy Institute (PPI) is the UK's leading independent authority on pensions and retirement policy. We conduct rigorous, impartial research to inform major policy decisions affecting millions of people's retirement security. Our evidence-based analysis is used by government and across Westminster – as well as industry and consumer groups - with extensive media coverage bolstering understanding of complex pension issues. Our work ensures that policymakers have the unbiased analysis needed to deliver better outcomes for those they serve.

About the Living Wage Foundation

The Living Wage Foundation is the organisation at the heart of the independent movement of employers, people and communities who are driving up employment standards so that everyone has a decent standard of living now and in the future. Through our Living Wage, Living Hours and Living Pension accreditations, we champion and celebrate employers who make an ongoing commitment to do the right thing by their employees by providing the security and freedom they need to thrive. The Living Wage Foundation is part of Citizens UK; the UK's biggest, most diverse and effective people powered alliance. Our accreditation schemes make change on the issues that matter.

About our Living Pensions scheme:

The Living Pension accreditation provides an annual savings target for Living Wage Employers to provide workers with financial security now and in the future. Everyone should be able to afford to live with dignity in retirement. But with an ageing society, millions in the UK will end up in pension poverty, struggling to make ends meet when they retire. With 4 in 5 workers not saving enough for an acceptable standard of living in retirement, and over 50% worried they will never be able to retire, today's living cost crisis is tomorrow's pensions crisis. Employers have a vital role in ensuring their employees can build up enough savings to live with dignity in retirement. The Living Pension accreditation builds on the success of the Living Wage and sets an annual pensions savings target that employers can have confidence in, making it easier to do the right thing by their employees. There are now over 120 accredited Living Pension Employers.

Living Pension for Defined Benefit schemes has been set up using the same principles as Living Pension for DC schemes, as far as is possible. This includes requirements on who Living Pension applies to, third party contractors and communications. There are two key areas where DB varies around benefit outcomes and contribution levels and full details of this can be found in our Guidance here.

For more information on the Living Pension scheme, visit: https://www.livingwage.org.uk/living-pension

What is the real Living Wage?

The real Living Wage is the UK's only independently calculated wage rate that is rooted in what is needed to cover living costs and provide workers and families with long-term security and stability. It gives employers the confidence they are paying a wage that maintains a decent standard of living. The real Living Wage applies to all workers over 18 – in recognition that young people face the same living costs as everyone else. This year's rates are £14.10 across the UK, and £15.45 in London. 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 the UK and in London.

Nearly 17,000 accredited employers choose to pay the real Living Wage on a voluntary basis. The campaign for a real Living Wage has secured nearly £5 billion in pay rises for low paid workers and made a profound difference to millions of lives around the UK since it began 25 years ago. It enjoys cross party support.

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