**Real Living Wage Policy for UK Rail Engineering**

**Introduction:** Recognising the importance of fair compensation and equitable treatment for all workers, particularly those engaged in essential sectors such as engineering, this Real Living Wage Policy is specifically tailored for workers in the United Kingdom. The policy aims to ensure that even in flexible employment arrangements, workers receive wages that meet their basic living expenses.

**Policy Details:**

1. **Definition of Real Living Wage:** The Real Living Wage for engineering contractors utilizing zero-hour contracts shall be set as the minimum hourly wage required to cover essential living costs, including housing, food, utilities, healthcare, transportation, and other basic necessities.
2. **Application to Zero Hour Contracts:** Despite the flexible nature of zero-hour contracts, engineering contractors shall be mandated to pay their employees at least the Real Living Wage for all hours worked, including standby time, training, and any additional duties required.
3. **Regular Review and Adjustment:** The Real Living Wage rate for engineering contractors shall be subject to annual review to ensure it remains adequate in light of changing economic conditions and living costs. Adjustments will be made as necessary to uphold its effectiveness.
4. **Contractor Compliance:** Engineering contractors must adhere to the Real Living Wage Policy, regardless of the employment arrangement. Failure to comply may result in penalties, including loss of contracts or legal repercussions.
5. **Government Support:** The government shall provide guidance, support, and incentives to encourage engineering contractors to adopt the Real Living Wage, promoting fair employment practices and social responsibility within the industry.

**Conclusion:** Implementing the Real Living Wage Policy for engineering contractors using predominantly zero-hour contracts is crucial for ensuring fair compensation and dignity in employment. By upholding this policy, we affirm our commitment to supporting workers and fostering a more just and sustainable workforce in the engineering sector of the United Kingdom.