



NATIONAL MINIMUM WAGE

All information will be treated in the strictest confidence. No individual companies will be identified
Please return completed questionnaires by 5pm on Friday 25 September 2009
to info@almr.org.uk or fax: 020 8579 7579

The Low Pay Commission is currently reviewing the National Minimum Wage and will recommend increases for 2010/2011 to Government later this year. As part of its consultation on this, the ALMR has been asked to submit evidence on the commercial impact of the most recent increases in the NMW rates and any actions retailers may have taken as a result. This questionnaire is being sent to all managed operators in order to help us respond to this request. In the following questions, we are only looking for information in relation to basic barstaff and other employees who may be paid by the hour. Please exclude managers and head office staff from any calculation of average wage rates.

Name of company: []
No of managed outlets: []
Outlets mainly based [] region (eg North East, London)

1. How many workers does your business currently employ:

Full Time [] Part Time [] Temp []

2. For the following staff paid by hourly rate, what is the minimum, maximum and average rate of pay in your company:

Table with 4 columns: Staff Category, Minimum hourly rate, Maximum hourly rate, Average hourly rate. Rows: Bar staff, Other hourly paid staff.

3. If you have different pay rates linked to age, please specify at what age the adult rate applies.

18 / 21 / other (please specify)

4a. By how much will the forthcoming increase in the NMW to £5.80 in October 2009 affect your rates of pay for your lowest paid staff?

£ []

4b. Approximately how many workers will be affected

[]

5. Have the changes in the NMW since Oct 2008 led to any of the following decisions – tick all that apply:

Table with 3 columns: Decision, Yes, No. Rows: Increase in basic rates of pay, Increase in rates of pay for higher grade staff, Increase in rates of pay for more experienced staff in same job, Overall reduction in staffing levels, Changes to working hours or shifts, Use of cheaper staff eg younger workers or less experienced staff, Increase in prices, Changes to total benefits package, Reduced investment in business eg capital expenditure, Use of migrant workers, Reduction in profits.