

Low Pay Commission
6th Floor
Victoria House
Southampton Row
London
WC1B 4AD



September 24th 2014

Response to Consultation on the National Minimum Wage

Dear Sirs,

As a senior director of an SME in Derby, I am responding to your invitation to submit evidence with respect to the consultation on the National Minimum Wage.

The company, Kaydee Light Control Solutions Ltd, which commenced as a partnership in 1982, supplies and installs a wide range of products for internal and external solar shading of commercial buildings and operates nationally throughout the UK.

The business experienced steady growth until 2010, flat-lined through to 2013, and has just commenced new growth in 2014. We currently have 16 employees and 3 working directors, and a projected turnover of £3.8M

Our policy has always been to incentivise staff through maximum reward and this is reflected in a discretionary bonus scheme for all staff and commission for those directly involved in closing orders. Currently our employees, aged 18, are earning a minimum of £8.65 per hour.

We attribute much of our success to maintaining good rewards and team spirit and I personally would feel guilty if our junior employees were earning less than £8.50 per hour. Consequently, I would support a substantial increase in the National Minimum Wage (presently £6.50) to reflect a figure closer to the above.

Minimum wage increases put money in the pockets of low-wage workers who have little choice but to spend that money immediately in their local communities. Research has shown that raising the minimum wage boosts consumer spending, increasing the demand that drives economic growth.

Yours faithfully,

A handwritten signature in black ink, appearing to read "K. Deryck South", written over a thin, curved line.

K.Deryck South (Senior Director).



Kaydee Blinds is a trading style of Kaydee Light Control Solutions Limited,
a company registered in England & Wales No. 08509810

Ref: 101-09/14

Kaydee Blinds
City Gate
London Road
Derby
DE24 8WY

Telephone: 01332 851400

Facsimile: 01332 294573

Email: sales@kaydeeb blinds.com
www.kaydeeb blinds.com