

Low Pay Commission
6th Floor
Victoria House
Southampton Row
London

23rd September 2014

Dear Sirs

NMW Consultation

Carlton Packaging is a family owned business operating from Milton Keynes, Buckinghamshire with 25 full time staff. The steady growth that we have experienced during the past six years has confirmed in our view, the commercial advantage of paying staff a level of remuneration above their most basic needs. Our lowest paid member of staff who is an Operations team member is paid £9.00 per hour.

I would strongly advocate increasing substantially in real terms the National Minimum wage. The reasons for this are very briefly outlined below.

1. Businesses prosper through the inspiration and motivation of their workforce. Wages at a level above basic subsistence increase social settlement and decrease staff turnover thereby increasing acquired experience and skill sets. This provides a basis for innovation and faster processes being implemented.
2. In general, all pay at these lower levels is spent immediately by the worker. This increased flow of cash into the economy is exactly what is needed and ensures companies keep up the cash cycle, and that within the UK.
3. With regard to job creation, it is strong businesses that are growing and creating employment opportunities. Strong businesses are investing in their staff, training and partnering with their workforce creating an upward spiral of achievement and reward. Why always start at the bottom of the spiral?
4. The level of NMW for younger employees undervalues the benefits that they bring to the workplace. Yesterday's Daily Telegraph reported that a young man of 18 had been voted onto the board of NISA!
The NMW is no doubt meant to assist school leavers into employment. I believe it reduces their motivation to work, undervaluing their contribution and is therefore counterproductive.
5. A significantly increased NMW will reduce welfare payments lifting many out of poverty. This money can be used to stimulate the economy.

The UK economy is increasing, our secret in this country is the creativity of our people, let us set a higher level of minimum wage to ensure we reward and prosper the industry of the workforce.

Yours faithfully

Marcus Magee
Director



Carlton Packaging LLP
Bridge House
Ward Road
Milton Keynes
MK1 1JA
United Kingdom

t +44 (0)1908 277181

f +44 (0)1908 278240

e sales@carltonpackaging.com

w carltonpackaging.com



loads smarter™