

Main Points of Campaign:

- BT is a multinational FTSE 100 company and the leading telecommunications brand in the UK.
- The Communication Workers Union (CWU) represents most of the BT workforce.

The problem

- BT uses agency staff from Manpower, with many earning as little as the Government's legal minimum rate of £7.50 per hour.
- The vast majority of these agency staff are employed on 'Pay Between Assignment' (PBA) contracts. This means they are exempt from equal pay protection and are paid less for performing exactly the same job as their colleagues employed directly by BT.
- BT is able to get away with this due to a major loophole in the UK Agency Regulations known as the 'Swedish Derogation'.
- This allows agency workers directly employed by an agency on a 'Pay Between Assignment' (PBA) contract to be exempt from equal pay in return for a pitiful guarantee of the minimum wage between assignments for up to 4 weeks.

The solution... the CWU is campaigning to

- Ensure that our Manpower members working at BT are paid at least the Real Living Wage of £8.75 per hour.
- End the use of PBA contracts for agency staff at BT.
- Amend the UK Agency Worker Regulations 2010 to close the loopholes that enable hirers and employment agencies to avoid their equal pay obligations.

Political

- The Taylor Review of Modern Working Practices has recommended the end of the 'Swedish Derogation'.
- The House of Commons Work and Pensions Committee and the Business, Energy and Industrial Strategy Committee recently recommended the end of the 'Swedish Derogation'.
- These Select Committees are cross-party.