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January 2018

Insert <Name of your MP>
House of Commons
London SW1A 0AA

Dear <Name of your MP>

EDM No. 833

I am writing to you on behalf of my local Communications Workers Union branch to ask you to support EDM No. 833 regarding the important issues of low pay and equal treatment for agency workers.

We represent agency workers employed by Manpower in a BT call centre in your constituency. Some are directly employed but others are employed by an agency. We are concerned that our members who are agency workers are earning as little as the legal minimum pay rate of £7.50 an hour. These workers are performing exactly the same job as directly employed colleagues but are paid considerably less. Engaging workers on legal minimum pay rates falls well-short of the standards that should be expected from a leading British multinational and highly profitable FTSE100 company.

Furthermore, BT is able to get away with this due to a major loophole in the UK Agency Regulations. Although the regulations have been in force since 2011 and entitle agency workers after 12 weeks to the same basic terms and conditions of employment as their non-agency counterparts, the 'Swedish Derogation' is being used to deny workers their rights. It allows agency workers directly employed by an agency on a 'Pay Between Assignment' contract to be exempt from equal treatment on pay, yet in return they are only assured the minimum wage between assignments for up to 4 weeks.

This was one of the issues identified as a priority for reform in *Good Work: the Taylor Review of Modern Working Practices*, published on 11th July. This call for the repeal of the Swedish Derogation and an end to the use of 'Pay Between Assignment' contracts has been endorsed by the recent report *A Framework for Modern Employment* jointly published on 20th November by the Work and Pensions and Business, Energy and Industrial Strategy Committees.

I am therefore writing to ask you to support this important EDM to amend the UK Agency Regulations to close this loophole and to guarantee equal treatment for agency workers.

Yours sincerely

<Your name>