



Communication Workers Union

Head Office

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VIA E-MAIL

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Dear Colleague

Agency Workers Campaign for Pay Increase – Manpower and Kelly Services

As you are aware during the last year the CWU has been campaigning extremely hard for changes in law for equal treatment for agency workers via the 'Justice for Agency Workers' campaign. This campaign continues to be a live issue which is currently at Committee stage with the Government and we will continue to keep you updated as developments occur on this important issue.

However, the CWU are mindful that whilst we continue to campaign on the wider issue we also need to address the low pay and lack of regular pay increases for our agency members working on the BT contract.

Manpower

The CWU have been in discussions with both Manpower and Kelly Services for several years over the pay arrangements that currently prevail.

The CWU has been attempting to negotiate with Manpower an arrangement where individuals will receive a yearly pay increase irrespective of attrition and the current market rates.

In July 2007 the CWU met with Manpower and again raised concerns that the current pay arrangements were not effective and had led to widespread low morale amongst their employees and this was doing nothing to assist in their current problems with attrition.

Manpower advised the CWU that they were currently working with BT on a project known as 'Project Atlantic'. The aims of this project were to look at the cost of attrition and how to combat high turns of Manpower employees. However, since then BT have rejected the proposals and the current position is that BT will only consider cases based on merit.

Kelly

The CWU has also been in discussion with Kelly Services regarding the national pay rate review which affects all Kelly Services employees on the non-management grade contract in BT.

Kelly Services has repeatedly advised the CWU that they are working with BT Group to conclude discussions on a new commercial contract which will determine new rates of pay but these discussions have been ongoing and no progress has been made for several years.

There are now Kelly Services employees working on the BT contract that have not received a pay increase since 2004.

Next Steps

The union is due to meet with Manpower and Kelly Services shortly to ascertain whether there is likely to be any progress on the issue of pay. We have also written to BT at the most senior level of the company seeking a meeting to discuss the agency pay arrangements.

If no progress is made as a result of these meetings it will be our intention to mount a national campaign with the aim of securing in the short term a pay increase and in the long term to establish a mechanism which will result in yearly pay increases for all agency members.

I will write to you again following the meetings with the Agencies and BT.

Yours sincerely

A handwritten signature in cursive script that reads "Sally Bridge".

Sally Bridge
Assistant Secretary