

# AGENCY STAFF NOT AMUSED WITH LOOPHOLE

Closing the Loopholes is the new campaign launched by the C.W.U in order to highlight the plight some Agency staff face in both Lancaster and around the Country In October 2011 The Agency Directive came into affect providing certain basic rights for agency workers, which many of us take for granted.

Despite its limitations, the legislation did provide the right for equal pay comparative to full time employees following a qualifying period. This was an important step in order to stop some of the worst Dickensian practices surrounding pay.

It perhaps came as no surprise however just with Tax avoidance certain

companies looked for a way out of these obligations, which ultimately then often falls on the Tax Payer to subsidise.

The "Pay between Assignments" (P.B.A) contract is one way in which Agencies are achieving this. Initially these contracts were designed to retain the services of highly skilled staff providing a guarantee of wages with the knowledge that their skills were in demand. These same contracts are now being used in order to avoid the Agency directive, although not to the mutual benefit of employee and employer alike.

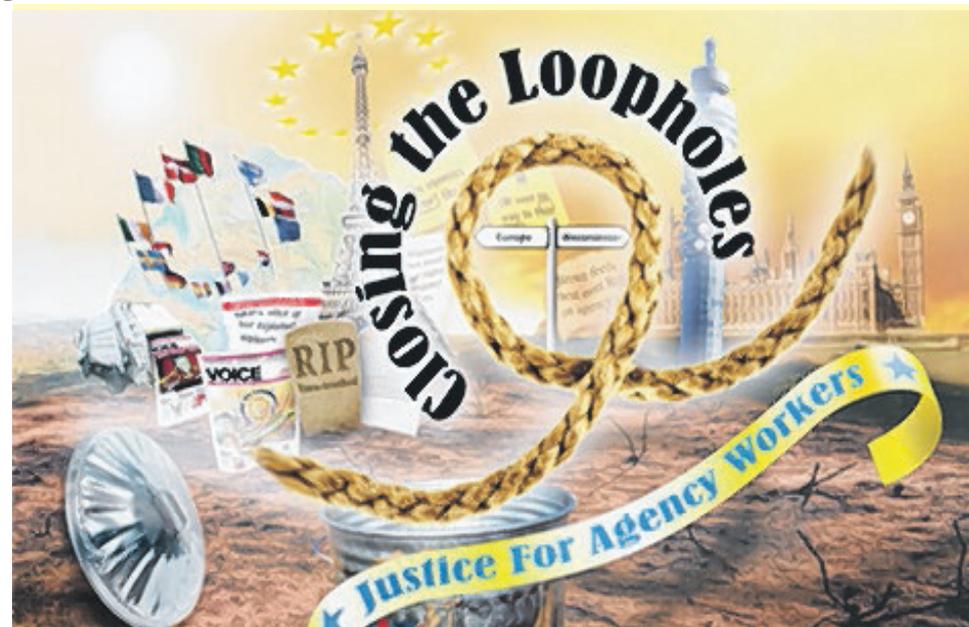
Agency Staff employed at one local National FTSE 100 company are contracted by the Agency firm Manpower, at 4 hours a week. This contract allows a two week period of notification in order to terminate employment. Despite doing the same job alongside employees of the FTSE Company, for almost half the wage, no sick, pension and other contractual benefits, they also face a uncertain future. Unlike their counterparts, should redundancy be required, they receive only 8 hours pay, and can be terminated essentially at the whim of the company without recourse to certain Employment rights.

Why is this important to us? Apart from the moral issues, it provides unfair competition with Business's who do take their social responsibilities seriously due to a higher cost base.

As tax payers we are all aware of the pressures on government expenditure and the amount of people working, on low pay, reliant on Welfare benefits to survive.

The Question therefore is why are we as tax payers subsidising these companies?

For further information please visit [WWW.cwu.org](http://WWW.cwu.org)



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