



**Headquarters** 150 The Broadway | Wimbledon | SW19 1RX  
T 020 8971 7200 | F 020 8971 7300 | [www.cwu.org](http://www.cwu.org)

From the office of **Sally Bridge** | Assistant Secretary

08 September 2017

Dear Colleague,

### **CWU AGENCY CAMPAIGN TO TACKLE LOW PAY – CLOSE THE GAP!**

As the CWU National Officer with responsibility for members working for Manpower on the BT account I am writing to you about an important campaign that the Union is about to start called Close the Gap!

The campaign will be focused on the issue of low pay rates that exist for Manpower employees as we know that there is a real problem whereby many of you are finding it difficult to make ends meet on your current rate of pay. The CWU is also aware that there are a number of BT sites where our members are only paid the national minimum wage of £7.50 an hour.

We have recently met with Manpower and BT to discuss this matter and have informed them that low pay is a real problem to the CWU and at the very minimum our members need to be paid the Real Living Wage.

We have therefore agreed that the campaign aims and objectives will be as follows;

- 1. To ensure that at the very minimum our Manpower members working on the BT account are paid the Real Living Wage.**
- 2. To eradicate Pay Between Assignment (PBA) contracts on the BT account.**
- 3. Expose the low pay rates of our Manpower members as a consequence of PBA contracts, and to secure amendments to the UK Agency Worker Regulations 2010 (AWR) to close current loopholes that enable hirers and employment agencies to use PBA contracts and exploit agency workers.**
- 4. Continue to pressurise the hirer (BT) and employment agency (Manpower) on the issue of low pay as a consequence of the use of PBA contracts.**
- 5. For branches to engage in national and local campaigning and to encourage Manpower members to become active.**

Over the coming months the CWU will be initiating a number of activities and we would very much welcome the support and involvement of all of our Manpower members.

We will be keeping you updated on the campaign via the Voice and CWU website <http://www.cwu.org/news-and-activity/> where you can find all of the details and latest information as well as the online petition which you can sign which will be sent to BT. Any queries can be emailed to [agencycampaign@cwu.org](mailto:agencycampaign@cwu.org)

Yours sincerely,

**SALLY BRIDGE**  
Assistant Secretary