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Transferring Outsourced Staff at No.10 and the Cabinet Office:

As constituents may know, security guards and cleaners are outsourced to private contractors and are often not in the direct employment of the Government. As a result, they are often not afforded equal terms and conditions as in-house staff, such as access to full sick pay or maternity pay.

Regarding the specific circumstances that some constituents have cited about a unilateral change in contractual pay frequency, Ministers have said that the employment terms and conditions in this case are a matter for the employers and their employees. I recognise that this stance will disappoint you, and I hope that Ministers will reflect on the concerns that the Public and Commercial Services Union (PCS) has expressed about the impact of the change on the staff they represent.

More widely, I believe that everyone must have security, prosperity and respect in the workplace. Modern employment rights must also keep up with experiences in the world of work to prevent the undercutting of standards.

I note that almost seven years has passed since an independent report on improving modern working practices made recommendations to the Government. Yet Ministers have been too slow to act. We are still waiting for an Employment Bill to improve workers' rights, which was first promised in 2019 but has repeatedly been left out of the Government's legislative programme and now appears to have been abandoned altogether.

I strongly believe such a Bill is needed to help improve the world of work and to tackle problems such as job insecurity, stagnant pay and the growth of in-work poverty. Any employment rights legislation should also ensure that union members and workers are able to access a union at work through a regulated and responsible route where there is support within the workforce. Above all I want to see an economy built on fair pay, job security, dignity and equality at work and, in my view, only the Opposition has a detailed plan to make this happen.

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