LTB No. 253/2018 30 April 2018

CWU Campaign – Close The Gap! – Government Consultation on Taylor Review – Closing Date 09 May 2018

Comments from: North Wales and Chester Combined Branch CWU.

Q. 9. In your experience, what are the benefits and any problems associated with working on a PBA contract basis?

In our experience there are no benefits whatsoever for our members on PBA contracts employed by PBA contracts are utilised by n an attempt to circumvent their moral obligation to their employees. PBA contracts prevent employees from attaining equal rights as agency employees after 12 weeks. There is no other reason for 's use of PBA contracts other than corporate greed and a blatant disregard for their employee's rights and welfare. The vast majority of employees have no clue what PBA contracts are prior to their employment, and if they do not sign the contract they do not get the job.

PBA contracts offer no financial or job security. They are being misused by employers like who should know better, in order to reduce costs and increase profits. PBA contracts exploit employees who are already earning a pittance. Both should be utterly ashamed of their behaviour. should not accept the use of PBA contracts for contractors working and representing their company. Furthermore, we must question whether really is a responsible employer when they appear to condone such exploitative measures. The use of PBA contracts by large corporations illustrates their morally bankrupt behaviour and erodes any credibility they had.

Our members deserve so much more. A decent standard of living for all their hard work is the very least they deserve; everyone deserves this. Job and financial insecurity is becoming the norm and we cannot accept such changes. It is high time businesses started valuing the hard working and committed people they employee.

Q. 10. In your experience, how effective do you think PBA contracts are in supporting workers and work seekers when they are not working?

Completely ineffective, as the members we represent working on the contract and employed by do not experience assignment breaks. This fact alone renders PBA contracts completely inappropriate for our members. Additionally, the low rates of pay used on PBA contracts at and also render them completely unacceptable. Living costs have sky rocketed and low rates of pay mean our members working full time still cannot sustain themselves and their families. If our members did experience assignments breaks the rates of pay between assignments would be so low people would be unable to maintain or sustain any reasonable standard of living. PBA contracts have no place in the British labour market.