

Employment practices review

From:
Sent: 04 January 2017 16:28
To: Employment practices review
Subject: Exploitative Practices in the Cleaning Industry

Follow Up Flag: Follow up
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Dear Sir or Madam

I am delighted by the review into modern employment practices and would like to participate if possible.

I am the founder of www.brightandbeautifulhome.com one of only a small number of cleaning companies that employ it's workers ethically. We are now a nationwide network of 55 franchisees employing approx. 500 people.

As you will know, most of the £4bn UK cleaning industry is run with the staff classed as self-employed when in fact they are in "disguised employment" where the workers are receiving less than minimum wage. This is because the agencies avoid not only holiday, sick pay and NI but also travel pay for time between jobs. This also enables them to avoid charging VAT on the full cost of the service (they do so just on the agency fee component) so makes their services artificially cheap compared to providers who follow employment law.

We ensure that our employees receive all of their legal rights including travel pay. We have put a career development plan in place and our employees are called Professional Housekeepers with full training and a secure job. *I have personally seen the difference that this makes to the quality of life of our workers compared to their former experiences in agencies.*

Disguised employment is a long established practice in the cleaning industry lead by agency providers such as [redacted] in the domestic sector. But more recently [redacted] and [redacted] have set up following the [redacted] model which adds to the issue.

Over the last 8 years I have contacted my MP about this matter with limited effect but I am pleased to hear of the UBER ruling and this review. Please would you let me know if I can participate during one of the sessions of your UK tour. We have found ways to develop individuals in a difficult industry so that our team feel valued and have a career. I hope that some of my experiences can help give workers a better opportunity in the developing gig economy.

Yours faithfully

Director

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