

Ms Sandra Fagan
Head of HR
Marks & Spencer Ireland Ltd
24-29 Mary Street
Dublin 1

JH/LF
23 November 2020

RE: Covid Concerns and Week to Week Contracts

Dear Ms Fagan

Further to my request for the national teams to meet to discuss the concerns above, it is unfortunate and disappointing that the company cannot grant paid release for the relevant Shop Stewards to attend same. Nevertheless, as a result of Mandate's efforts to consult with our members across retail and Marks and Spencer being no different, please find attached the summary of the Covid Survey and the summary response from our members employed from within the company. In advance of the pre-Christmas re-opening of retail, I feel that the issues identified throughout the research should be addressed and accepted in the spirit of how the survey was conducted. Mandate's only motivation in relation to this survey, which we plan to conduct a number of times throughout the pandemic, is to ensure that we represent and address the concerns of our members as objectively as possible, in order to allow employers implement the relevant actions necessary.

The other issue is in relation to the general use of week-to-week contracts and while I accept that a substantial amount of our members availing of these contracts have recently been made permanent, it would be the view of our national team that the general use of week-to-week contracts should be managed out of the business. Understandably this is something which Mandate is prepared to discuss further. In recognising the difficulties associated within certain parts of the current retail sector, Mandate is concerned about the potential these contracts can have on the casualisation of work within the industry and the impact this will have on the workers concerned.

Yours sincerely
For Mandate Trade Union



Jonathan Hogan
National Co-ordinator