



HOUSE OF COMMONS
LONDON SW1A 0AA

Mr Steve Rowe
Chief Executive
Marks and Spencer Group plc
Waterside House
35 North Wharf Road
London
W2 1NW

07 September 2016

Dear Mr Rowe

Re: Pay and Premium changes at M&S

We are writing to you following M&S's announcement this morning that the compensation package for staff has been extended. We all represent constituents who will still be seriously financially affected by these changes.

While we are obviously glad to hear that M&S had amended their transitional payments in light of our campaign, it still falls short of the offer that your longstanding and loyal staff really deserve.

What the company is telling them is that even if they work longer hours to make up the difference, they will earn no more money in three years' time than they do today – which is absolutely not fair.

We are also very concerned with the coercive way in which these proposals have been presented. Staff have been told that the consultation is now closed, the decision is now made, and that if they do not sign the new contracts they will soon be receiving, they will forfeit their transitional payments. We would like to know, what will happen to staff who do not accept these proposals, and do not sign their contracts? Will they be sacked for 'some other substantial reason'?

Furthermore, whilst M&S has claimed that no employee will be worse off as a result of these changes, in reality they absolutely will. That is because affected staff will have to work longer hours come 2019 to make the same wage they get today, while the remuneration package pays no attention to the financial losses staff will face as a result of the pensions changes.

You surely cannot think that the gas bills, electricity bills and rent, and travel fares of your employees will be the same in 2019/2020 as they are today? Inflation means that these employees will be relatively significantly worse off.



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Mr Rowe, will you also guarantee that you will earn no more in three years' time than you do today?

We agree that the proposals that the company announced today were an improvement on the original transitional package. However, it would be a betrayal to loyal staff, many with more than two or three decades of professional experience, to say that this is a very good offer for them.

We are very concerned for the well-being of our constituents, the very employees that make your business possible, and we would be grateful for a meeting with you, as soon as conveniently possible, to discuss these important issues.

Yours sincerely,

Siobhain McDonagh MP



and

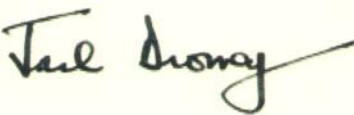
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