

GS/EF

4 December 2017

Mr Keith Brown MSP  
Cabinet Secretary for Economy, Jobs and Fair Work  
Scottish Government  
St Andrew's House  
Regent Road  
EDINBURGH  
EH1 3DG

Dear Keith

I am writing to make you aware of a serious and escalating dispute at DPD on which the Scottish Government is likely to be asked to comment.

We expect franchisee workers at DPD to refuse to work on Tuesday (5<sup>th</sup> December) in response to a range of practices by the company aimed at their workers with self-employed status. These include:

- Arbitrary and detrimental changes to contracts.
- Inflated company charges for vehicle leasing.
- Inflated company charges for vehicle insurance.
- Enforced weekend and 6 day working.
- Illegal annual leave allowance.
- Illegal deduction of wages for unauthorised time off work.

The GMB union has significant membership amongst the franchisee workers and is of the clear view that this is an example of the exploitation of self-employed workers in the “gig” economy.



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The concerns raised by the workers, including over health and safety, indicate that the company is failing to meet a number of the standards identified within the Fair Work Framework. Disturbingly, we are also hearing of managers informing workers that they are not entitled to join a union. There are also numerous reports of threats of dismissal for taking part in any stoppage or for GMB membership

The STUC will strongly support the DPD franchisee workers. Any work your department can undertake to ensure that DPD understands and meets its obligations with respect to franchise workers would be very helpful.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Grahame Smith', with a long horizontal flourish extending to the right.

Grahame Smith  
General Secretary