

M&S

EST. 1884

Marks and Spencer
Ireland Limited
24-29 Mary Street
Dublin1
D01 YE83

Tel: 018728833
marksandspencer.ie

Mandate/SIPTU/Marks and Spencer

National Proposal June 2022

1. Background

The following proposals are being presented for consideration following national negotiations on Pay and Other Matters and against the backdrop of the following realities: -

- *A recognition that trading has been very difficult for a number of years and continues to be challenging and unpredictable*
- *The Irish business has put in place significant investment to work on overcoming the obvious logistical obstacles imposed by Brexit.*
- *An understanding by all parties that a stable industrial relations environment is important to the Irish business to overcome the current trading difficulties.*
- *A desire to reward all staff for their continued support during this time whilst acknowledging the need to continue to manage all costs/ensure the business is Fit for the Future.*
- *A recognition that staff do not wish to concede any concessions.*

If accepted, it is envisaged that these proposals will help to create greater certainty and an environment that will support growth over the time period covered by these proposals.

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Registered No.16855 (Ireland)

Directors –
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2. Pay

We are proposing Pay Increases for all Sales Advisor and Team Managers, effective February 1st 2022 to February 1st 2024 as follows:

1st Feb 2022 – 31st July 2023 - €0.60 (60 cent) Increase on all points of the Sales Advisor and Team Manager pay scale. **(Back pay will be paid from the 1st February 2022)**

1st August 2023 – 31st January 2024 - €0.30 (30 cent) Increase on all points of the Sales Advisor and Team Manager pay scale with a minimum 2% pay increase.

3. Temporary Contracts

As part of these negotiations, the Company have committed to reducing the current number of temporary contracts by advertising temporary contracts as permanent immediately for those colleagues at 18 months employment (or at the time of agreement). We also commit to ensuring that further contracts will be advertised as permanent by the end of September 2022 thereby significantly reducing the overall number of temporary contracts. This will be aligned to a resourcing review for all stores, to ensure operational requirements are met.

Going forward from the end of September 2022 the company will move to introduce fixed term contracts for a defined period of 4 months (excluding staff recruited for Peak/Summer). After 4 months and following successful completion of a probationary period these contracts can be extended on a fixed term basis up to 12 months, at which point the contracts may expire or will be advertised as permanent contracts. Fixed Term contracts over this 12 month period will be subject to flexibility. All other previous flexibility agreements remain unchanged for permanent colleagues.

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Communication in relation to the renewal or expiration of the fixed term contract will be provided in accordance with the provisions of the Protection of Employees Fixed-term Work Act 2003.

These permanent contracts will, in the first instance, be advertised to all permanent staff on a store-by-store basis over a 5-day period Thursday to Tuesday, before being offered to the current temporary contract holder. In the event, that any permanent member of staff wishes to take one of these newly created permanent contracts, we are committed to offering alternative contracted hours, if available, to the fixed term contract holder. Contracts may be amended prior to being advertised as permanent.

Service from the start date of the week-to-week contract will be deemed continuous, on the basis that there has been no break in service.

Following the creation of permanent contracts at the end of September 2022 all remaining week to week contract holders will be given a Fixed Term contract for the period of time up to 12 months service as which point the above process will apply.

4. Interpretation of Agreement

In the event of a disagreement over the interpretation or application of any aspect of these terms the parties resolve to deal with the issue in a speedy manner. In the first instance a meeting will take place between the relevant union official and the Regional HR representative within 5 days of the grievance being raised. If the matter is not resolved at this stage the matter will be referred to the Divisional HR representative and the relevant Mandate/SIPTU

National Official/Assistant Industrial Organiser who will seek to find resolution within 5 days. If the matter still remains unresolved the employee concerned reserves the right to refer the matter to a third party.

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5. Other Agreements

Unless specifically changed by these provisions the terms of all other agreements remain unaltered.

6. Recommendation

These proposals are being recommended for acceptance. In the event of them being rejected they are deemed not to have been offered and without precedent value.

SIGNED FOR THE COMPANY:



DATE: 01 July 2022

SIGNED FOR Mandate:

DATE:

SIGNED FOR SIPTU

DATE:

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