



RS

HOUSE OF COMMONS
LONDON SW1A 0AA

Garry Graham, Prospect Deputy General Secretary
Dave Penman, FDA General Secretary
New Prospect House
8 Leake Street
London
SE1 7NN

24th October 2019

Dear Garry and Dave,

Re: Wellbeing of the staff of the House of Commons

Thank you for your letter to me seeking assurances about my commitment to the wellbeing of the staff of the House.

I have a lifelong commitment to the trade union movement believing that without trade union membership an individual at work is powerless in the face of an unfair management. Trade unions play a vital role in improving pay and terms and conditions. But also in supporting individuals at work. If I was Speaker:

- I would take forward that principle in my work as Chair of the Commission.
- And I would also engage with the unions of those staff who work so hard in the House but are not direct employees, such as the cleaning and catering teams.

Over decades I have played a key role in getting recognition for the dreadful impact sexual harassment can have - particularly on young women working in a male-dominated hierarchy. As Leader of the House and Secretary of State for Women and Equality I included a clause in the Equality Act to make sexual harassment at work unlawful.

I would ensure that the full set of recommendations made by Dame Laura Cox which have been approved by the House would be implemented urgently. I would publish a plan to make it clear:

- Who is responsible for taking it forward,
- What steps would be taken to conclude the process of implementation, and
- When it would be implemented.

I look forward to working with you in the future.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'Harriet Harman'.

Harriet Harman

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