

G4S Secure Solutions Noticeboard

Last update: 9 May 2023

Latest Bulletins

G4S UK&I DIVERSITY, EQUITY AND INCLUSION (DE&I) COUNCIL

Posted on: 9 May 2023

Dear Members,

We have some exciting news to share with you! Our union has secured a seat on the G4S UK&I Diversity, Equity, and Inclusion (DE&I) Council.

This is a fantastic opportunity for us to make a real difference and ensure that all members are heard and represented in the decision-making process.

As a union, GMB understands the importance of promoting DE&I and the positive impact it can have in the workplace, and we acknowledge there is scope for improvement in meeting the expectations of all our members regarding DE&I. We are committed to ensuring that every member feels valued and included. While the company has policies in place to promote DE&I, we understand that there may be gaps that need to be filled. Our goal is to bridge those gaps and make sure that all voices are heard. To achieve this, we encourage all members to share their concerns and provide input to the survey that will be issued by the company soon. This is an opportunity for you to have a say on matters that are important to you. We believe that it is essential to include all members in the decision-making process, and we want to ensure that your experiences and perspectives are taken into account.

Please remember that our Regional and Branch equality officers are available to listen to your concerns and offer support where needed. They are an essential part of our union, and we encourage you to reach out to them for help and guidance. Together, we can create a fair and inclusive workplace for all. We



urge you to take this opportunity to have your voice heard and make a positive impact on DE&I within our union and the company.

We look forward to working with you to promote DE&I in our workplace.

Yours Sincerely,

GMB National Convenors GMB National Officer

GMB MEMBERS ON G4S P&R CONTRACTS – 2023 PAY BALLOT RESULT



Posted on: 19 April 2023

Dear Members,

We hope this newsletter finds you well. We are writing to thank all GMB members who took part in the recent consultative ballot on 2023 pay. Your participation and engagement in this important process have been invaluable.

We are thrilled to announce that GMB members have voted overwhelmingly to accept the company's offer. We have already notified the company of the results and have requested that the new rates of pay be implemented as soon as possible. This is a significant achievement for our union, and it demonstrates the power of collective bargaining and the strength of our membership.

We want to take this opportunity to remind you that as members of this union, we are stronger together. Our voices and actions can make a real difference in improving our working conditions and securing fair and just treatment for all members. We urge you to continue to stay engaged, participate in union activities, and help us build a stronger and more united membership.

Once again, thank you for your participation and support. Together, we will continue to work towards a better future for all members of the GMB.

Yours in Union

GMB National Convenors GMB National Officer

GMB MEMBERS ON G4S DXC CONTRACTS – PAY BALLOT RESULT



Posted on: 19 April 2023

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Once again, thank you for your participation and support. Together, we will continue to work towards a better future for all members of the GMB.

Yours in Union

GMB National Convenors GMB National Officer

Bulletins

G4S - NATWEST - PAY BALLOT 2023 - BALLOT RESULTS



Posted on: 9 December 2022

Dear members,

Thank you to all of you who voted in the recent pay ballot on the 2022 Natwest pay offer.



We can report that members returned an 86% YES vote to accept the offer from the Company, which has been reported to the Company.

We appreciate that many members are struggling at present and we hope the offer goes some way to alleviating the impact of the cost of living increases that we are experiencing.

Please stay safe and well over the festive season and we look forward to continuing to work together in 2023.

Yours in solidarity,

Eamon O'Hearn

GMB National Office

Noticeboard Bulletin - 02-12-2022



Posted on: 2 December 2022

Dear Colleagues

Thank you to all those GMB members that took part in the GMB consultative ballot on 2022 pay.

GMB members have voted overwhelmingly to accept the company offer.

We have notified the company of the results and have requested the new rates of pay and back pay be implemented as soon as possible.

Kind regards

Eamon O'Hearn

GMB National Officer

Noticeboard Bulletin - 10-03-2022



Posted on: 10 March 2022

Dear Member

Due to the current difficulties with recruitment and retention of Security Officers across G4S and the forthcoming cost of living increases, your GMB representatives have been in consultation with G4S on bringing forward the DXC pay anniversary date and increasing all rates of pay and associated allowances.

We are pleased to report that G4S Secure Solutions have made the following offer:

- To bring forward the pay anniversary date from September 2022 to April 2022.
- From the 1st April 2022 to increase all pay rates and associated allowances by 5.75%

Ballot papers will be provided to all GMB members on the DXC contract. Only GMB members can vote on this offer.

If you are currently not a GMB member and want a say on your pay, join today at www.gmb.org.uk/join or speak to your local GMB representative. **All ballots must be received by GMB no later than 12 noon on Monday 28th March.**

As this offer is above the current CPI Inflation rate and being paid 5 months early the **GMB are recommending acceptance of this offer.**

Roger Jenkins

GMB National Officer

Noticeboard Bulletin - 02-09-2021



Posted on: 2 September 2021

Dear Members

Following the ballot of GMB members on the company's 2021 pay offer, I am pleased to announce that the pay offer was unanimously accepted by our members.



We have informed the company today and requested the 2021 pay offer be implemented.

Kind regards

Nadine Houghton
GMB National Officer

Noticeboard Bulletin - 06-04-2021



Posted on: 6 April 2021

Dear GMB member,

On the 16th March, North American based, private equity backed security company Allied Universal received the required backing from G4S shareholders to proceed with the takeover of G4S. The takeover will mean that G4S will no longer be a company listed on the stock exchange but will instead become the largest private equity backed employer in the world. On the 6th April it was confirmed that Allied and G4S are now one company with all conditions to complete the sale having been met.

But what does this mean for G4S staff?

The GMB remains concerned about the impact of the takeover on G4S staff. Because the takeover is a 'Share' sale, as opposed to an 'Asset' sale, the protection normally available to workers in the UK under legislation called TUPE (Transfer of Undertakings and Protection of Employment) **does not** apply. TUPE normally provides some protections when staff see their employment transfer from one employer to the other, meaning the new employer cannot simply make changes just because they have taken over. But TUPE does not apply in the G4S sale and therefore protection for G4S staff is more limited.

Without the protection of TUPE it is more important than ever that G4S workers are members of the GMB.

Even without the protection offered under TUPE, your employer must still collectively consult with the recognised trade union if they want to make changes and therefore ***it's imperative you and your colleagues are all in the GMB to ensure your views are represented.***

In their 'offer' document to shareholders Allied indicated they may 'divest' the care and justice sector of G4S. The GMB has written to the Director of Prisons Phil Cople to begin discussions on the future for



these workplaces and will be meeting members of his team this month. TUPE would apply in this scenario and we would expect members' terms and conditions to be protected.

Cash is now a small part of the G4S estate following its sale to Brinks. The whole cash industry has suffered more than most during the Covid pandemic and has still not recovered. The GMB is asking for assurances from Allied that they will continue to invest in G4S Cash UK to protect jobs until the use of cash recovers and profitability of this sector returns.

What happens next?

The GMB wrote to the Chief Executive of Allied, Steven Jones, on the 2nd February to request an urgent meeting to better understand how the takeover will impact on our members. Steve confirmed he would be happy to meet us if the sale went ahead. Now it has completed, we will be writing to Steve to get this set up.

In their offer document, Allied have said they will carry out a 'Post Completion Review' where they will look at their strategy and operations moving forward. This review could have implications for our members, and we will be seeking more information on what this might involve.

The GMB will continue to keep you updated as the situation progresses.

Nadine Houghton

GMB National Officer

Noticeboard Bulletin - 22-03-2021



Posted on: 22 March 2021

The GMB is the union for Security Workers. We want to let you know about changes being made to the training you need to obtain or renew your SIA licence. It is important you are aware of these changes as failure to comply with them could leave your licence invalid and therefore unable to work.

The SIA say they are making these changes because they want to make sure people working in the industry can; keep the public safe, follow new working practices, understand changes to the law, make the best use of new technology.

The GMB believes these changes can be positive if they are not achieved at the detriment to our members. The GMB says:



- Security workers should have paid time off to undertake the new training.
- Employers should provide or pay for the required courses – security workers should not bear this burden themselves.
- Security workers should be supported by their employers to complete the training, particularly where there are any English as a second language / barriers to learning issues.

The changes are:

- 'Emergency First Aid at Work' training for all new SIA applicants from the 1st April and for any licence renewals from the 1st October.
- Updated 'top-up' training for licence renewals from the 1st October and from the 1st April for new applicants – this includes a classroom-based physical intervention assessment.

The GMB has concerns about this which are shared by many security employers. The concerns are:

- That the requirement for classroom-based training for so many security workers is logistically challenging due to the extenuating year we have just had and from which we are still emerging.
- Due to this, many security workers may not be able to access the training in time and their licences could be invalid as a result.
- That physical intervention assessments are not yet appropriate in the current circumstances and could prove a Health and Safety risk to a workforce that has been one of the hardest hit by Covid.

It is for these reasons that we have written to Michelle Russell, the CEO of the SIA to request a re-think from her department and allow more time for the training to be rolled out. We will keep you updated on any progress we make with this issue.

If you have any queries, please contact your local GMB representative or local GMB office.

Many thanks,

Nadine Houghton



Noticeboard Bulletin – 24-02-2021



Posted on: 24 February 2021

Dear GMB member,

By now you may have seen the regulated auction process has concluded with a final offer of 245 pence per share from Allied Universal and a final offer of 235 pence per share from GardaWorld. Allied Universal have successfully placed the highest bid for G4S, both offers will now be put to G4S shareholders, 75% of whom need to accept the offer, for the takeover to go ahead. The board of G4S are recommending that shareholders accept the Allied offer and shareholders have until the 16th March to do so. If accepted by G4S shareholders, Allied will become the largest private security provider in the world with circa 750,000 employees.

With the uncertainty the takeover creates it is now more important than ever that G4S employees are members of the GMB.

The GMB has written to Allied's CEO Steven Jones to request an urgent meeting to seek assurances around protection of jobs, pay, terms and conditions. Steven has agreed, that if the takeover is completed, he will meet with the GMB. We look forward to taking him up on that offer if the sale goes ahead.

You may have seen that Allied have indicated their intention to 'divest' the Care and Justice Sector of G4S. The GMB is the recognised trade union at both Rye Hill and Altcourse prisons and we will be seeking urgent clarification on who will be running those prisons if Allied do indeed divest them. GMB will also be seeking a long-term commitment from Allied Universal to UK Cash and G4S's cash handling business along with other segments of G4S's UK operations that makes up the company's strong employment profile.

As the only trade union nationally recognised by G4S, GMB has the right to be consulted with under the TUPE regulations. The new employer must consult with us on any changes they propose to make because of the transfer. This is yet another important reason to be in the GMB; *if changes are to be made, your voice must be heard.*

As the recognised trade union, the GMB has been able to publish our 'opinion' on the take over to shareholders. You can read our 'opinion' and letter to Allied's CEO beneath this bulletin.



We will keep you updated as matters progress, but in the meantime please share this bulletin with any of your colleagues not yet in the GMB. Those wishing to join can do so following this link [JOIN](#).

Many thanks,

Nadine Houghton, GMB National Security Officer

Dave Gigg National GMB convenor, Secure Solutions

Derek Rawlings, National GMB Convenor, Secure Solutions

Noticeboard Bulletin - 02-02-2022



Posted on: 2 February 2022

Dear Mr. Jones,

I am writing to you regarding Allied Universal's offer to acquire G4S PLC which was published on the 5th January 2021.

GMB is the leading trade union for security workers in the UK and is the largest recognised trade union in G4S's UK operations. Our members make up the loyal and committed workforce that maintains G4S as a profitable leading employer in the UK security services sector.

If successful, the acquisition of G4S, as laid out in the Offer by Allied Universal which is owned by funds controlled by Warburg Pincus LLC, contains several conditions that will impact on the long-term future of the company.

GMB would like to meet you and other representatives from Allied Universal and Warburg Pincus to discuss both parties' intentions for the long-term future of the company and to seek answers to our members' concerns as set out in our Opinion on the Offer which are summarised below and has been included in full in the shareholders pack.

Our members working in G4S are understandably seeking certainty regarding the future of their employment and the company's operations.

You will be aware that G4S is a market leader in UK cash handling and holds several key strategic public sector contracts with the UK Government as part of its Care & Justice Service business. Allied Universal's Offer states the intention for G4S is to "concentrate on addressing the ongoing industry shift towards electronic and technology-based services" yet does not make explicit commitments to the other segments of G4S's operations which make up the



company's strong employment profile and profitability. As you would expect, we are keen to understand what this means for our members employment.

Our members also wish to know what Allied Universal and Warburg Pincus's plans are for the long-term financial future of G4S, which recorded a profit before tax and dividends in each of the last five years. Allied Universal's intention to register G4S as

a private company and its high leverage built up from debt-financed mergers and acquisitions have no doubt raised concerns in this regard.

We are therefore seeking guarantees on how the financial health of G4S will be ensured and what measures Allied Universal and Warburg Pincus will put in place to ensure its accountability to G4S employees, shareholders and the UK public.

We are also seeking details regarding Allied Universal's plan for the G4S UK pension scheme should its offer be successful. This would include a breakdown of all cash and non-cash support measures that Allied Universal has guaranteed with the G4S UK Pension Trustee to provide to the scheme and a guarantee that the Employer Covenant for this pension scheme of 26,000 members will not be weakened under Allied Universal's ownership. We note the commitments made by Warburg Pincus in its Environmental, Social, and Governance Report 2020 to "Be accessible to, and engage with, relevant stakeholders either directly or through representatives of portfolio companies", and to "comply with applicable national, state, and local labor laws in the countries in which the firm invests" and to "respect the rights of employees to join labor or employee organizations and/or engage in collective bargaining."

With these commitments in mind, GMB is looking to receive guarantees from Allied Universal and Warburg Pincus that existing trade union agreements in G4S are upheld and strengthened, in particular the existing UK G4S SSUK agreement and the Ethical Employment Partnership between G4S, GMB and UNI Global.

In the spirit of these commitments, GMB would welcome the opportunity to meet with both parties to discuss the concerns of our members set out in this letter.

We look forward to hearing from you.

Nadine Houghton

GMB National Officer

Noticeboard Bulletin – 22-01-2021



Posted on: 22 January 2021



Dear GMB Member,

G4S have now started to apply changes to Annual Leave entitlement and have made the change from days to hours for employees.

G4S state that due to some of the changes they are still working through, only standard holiday entitlements are showing in the system. G4S are aware that holiday entitlements may be incorrect for some of you.

G4S intention moving forward is:

- To update contractual hours to reflect normal working (Rostered) hours and agreeing new hours individually with affected employees. **It is important that when you are contacted to agree to a change to contractual hours that you respond, as the increase will not be applied automatically. G4S should only be contacting you about this if it concerns an INCREASE in hours, we do not expect GMB members to be agreeing to any reduction in hours – please contact your rep if you are asked to do this.**
- To upload carryover of any entitlement from 2020 to 2021 entitlements where it has already been approved.
- To upload carryover of up to 48 hours entitlement for Casual workers for untaken holiday hours accrued in December 2020.
- To update entitlements from the standard working time directive value to the correct entitlement for individuals with protected holiday rights in their contract of employment for example as a result of TUPE. **Once again, we do not expect this process to lead to any reduction in hours or annual leave entitlement if this is protected in your contract as a result of a TUPE transfer from a previous employer. If you believe your TUPE rights have been breached in this regard please contact your GMB reps immediately.**

The changes to annual leave entitlement will affect members who do not work on a regular 5 days a week roster. Members who work on a regular 5 days a week roster will not be affected by the change to annual leave entitlement other than the changing from days to hours.

G4S have requested that you do not contact your Manager / NCC or HR until they contact you again to confirm all entitlements have been updated.

GMB would advise any member who has concerns or questions about the changes above to please contact your local rep or regional officials for advice.



Nadine Houghton

GMB National Officer

Noticeboard Bulletin - 21-01-2021



Posted on: 21 January 2021

Dear GMB member,

Please see attached the GMB's 'opinion' on the potential take over of G4S by Allied Universal. We have said in the opinion that we would like to meet with Allied as soon as possible, we will follow this up with an invitation to Allied to meet with GMB representatives.

[View document \(pdf\)](#)

We will, of course, keep you updated.

Nadine Houghton

GMB National Officer

Noticeboard Bulletin - 09-12-2020



Posted on: 9 December 2020

Dear GMB member,

A recent vote of GMB members concerning changes to Annual Leave entitlement resulted in an overwhelming rejection of the changes - 90% of our voting members voted to reject.

We have communicated this to G4S who have informed us that they will press ahead with the cuts regardless and they will not implement the slight improvements they could have done purely because GMB members rejected the proposals.



The GMB has requested this issue be escalated through the Disputes Resolution Procedure but we have been told by G4S, this doesn't constitute a contractual change and therefore does not warrant being subject to the procedure. We disagree.

These changes only apply to those people who do not have contractual protection in their contract. Many G4S employees will have a contractual clause which says Annual Leave is calculated based on the statutory minimum, if this is the case and you work a non standard shift pattern, i.e 4 on 4 off then you will be impacted.

But, some of you - possibly those that TUPE'd in to G4S or on older contracts may well have protection in your contract meaning G4S cannot impose this reduction. If you are unsure you can request a copy of your contract and check for yourself and seek advice from your rep, branch or officer if you are still unclear.

We had hoped that G4S would have seen fit to give their staff a better Xmas present than this and we are disappointed they aren't doing the right thing by their workforce.

Nadine Houghton

GMB National Officer

Noticeboard Bulletin - 05-11-2020



Posted on: 5 November 2020

G4S has been consulting with the GMB regarding cuts to Annual leave entitlement. The GMB has listened to the arguments made by G4S but it is now time for our members to decide how you want your union to proceed.

G4S say the cuts to annual leave entitlement are being made because they have over paid staff working nonstandard shift patterns. This means that G4S want to cut Annual Leave for a colleague working a 4 on 4 off shift from 28 or 23 days down to 19.6.

GMB say that G4S do not need to do anything of the sort. The race to the bottom in the security industry means that G4S has, over the years, moved towards becoming a statutory minimum employer. They are now seeking to reduce your Annual Leave to the very minimum they are obliged to pay you in law. As low paid workers the GMB believes you deserve better than this.



G4S say that if GMB members agree to these changes you will get an extra days' Annual Leave for one year and half a day for the rest of your Annual Leave entitlement. That is why we are balloting you, because we believe you should have a say on whether we accept these changes or not. G4S say they will impose the changes if we do not agree to them, if you tell us to reject the offer, we will revert to the Disputes Resolution Procedure and seek arbitration at ACAS.

You will receive an electronic ballot to be completed via Survey Monkey in due course, please make sure you complete it and use this opportunity to update your details.

Hostile Takeover Update:

The GMB has published the following opinion to G4S shareholders regarding the current hostile takeover by GardaWorld:

[**Read GMB's Opinion on GardaWorld's offer for G4S**](#)

Nadine Houghton

GMB National Officer

