

G4S DWP Noticeboard

Last update: 2 Aug 2023

Latest Bulletins

GMB Union Update On DWP Pay Increase 2022/23

Posted on: 2 August 2023

Dear GMB Members,

We hope this newsletter finds you in good spirits, despite the ongoing challenges we face in our negotiations with G4S. We want to keep you informed about recent developments and reaffirm our unwavering commitment to achieving fair terms for all our members.

We understand and share your frustration with the company's delay tactics. It's evident that they are attempting to prolong the negotiations in hopes of undermining our collective strength. However, we want to assure you that the GMB stands strong, and we won't be deterred by these tactics.

We must address G4S's offers, which fell short of our members' expectations. During the stage one negotiations, a 5.15% increase was proposed, but it did not align with members' feedback and was unanimously rejected. **G4S then presented the same offer of 5.15% during stage two negotiations which was rejected by 95% of GMB members by ballot**, clearly reflecting the sentiment of our members. Furthermore, during the second ACAS meeting, the company then proposed a one-off payment of £125, which our members felt was an insult given their hard work and dedication during the cost-of-living crisis.

Now, yesterday, G4S presented a two-year deal that raises serious concerns for our members. In the first year, the proposed 5.15% increase without any improved percentage or additional benefits to the offer that was rejected by GMB Members and is simply not enough to reflect your hard work and dedication. The second-year offer 4% for premium sites and 7% for standard & enhanced sites with percentages



even lower than the current Average Weekly Earnings (AWE) March to May average (7.4%) is disappointing, to say the least. GMB representatives closely analysed the proposed deal and the potential impact on GMB members. We share your belief that this offer would leave many worse off, rather than improving our members' collective situation.

Low Pay Commission (LPC) estimate the National Living Wage (NLW) will need to rise next year to between £10.90 and £11.43 to reach the government's target. LPC central estimate of the on-course rate of the **NLW for 2024 is £11.16**

<https://www.gov.uk/government/news/largest-ever-cash-increase-in-the-national-living-wage-to-boost-pay-for-millions>

Having analysed the company's two-year offer, your LNC (Local Negotiating Committee) representatives are actively working to relay your feedback. We are open to a further meeting with G4S at ACAS (Advisory, Conciliation, and Arbitration Service) to once again reaffirm what our hardworking members believe constitutes a fair wage.

Our resolve remains firm: we firmly believe that our members deserve a living wage that reflects their contributions. We have communicated our strong stance to the company and have made it clear that arbitration remains a viable path forward.

As your union, we stand united in our commitment to achieving a fair resolution that benefits all members. Your support is invaluable in these negotiations, and we thank you for standing together in solidarity.

We will continue to push for what is right and just, and we won't back down until we achieve an outcome that uplifts our members and respects their hard work. Stay united, and let's face these challenges together.

If you require further information, please contact your local GMB Representative or GMB Office

In solidarity,

GMB DWP LNC

GMB National Officer

Please ensure you share this update with non-members and encourage them to voice their opinions on pay by joining **GMB: [Join GMB](#)**

GMB Union Update On DWP – ACAS The Way Forward

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Posted on: 5 July 2023

Dear GMB Members,

We want to challenge the misinformation contained in the recent "Salary Increase Update" sent by the Company to all staff working on the DWP Contract.

DELAYS

It took them **two full days of talks at ACAS, spread from May to June** just to table an additional lump sum payment of £125. This 'offer' could have been tabled on May 15th, but they insisted the extra meeting as their 'offer' had to be 'explained' in person.

BACKPAY

At no stage did the Company **offer to pay the backpay element and continue to negotiate** – if they had, its highly likely this element would have been accepted, and we would have continued to arbitration.

BALLOTING

The Company is also misleading members about an 'expectation' for GMB to ballot members under your Agreement:

6. If the Company and the GMB fail to reach an agreement at Stage 2 then they will refer the matter to ACAS and seek their involvement in securing a negotiated agreement.*

If the parties are still unable to reach agreement then they agree to use ACAS for arbitration. The arbitration procedure shall be as agreed between the parties or, failing agreement, in accordance with the procedure decided upon by ACAS and the outcome will be binding on both parties.

*We balloted members at Stage 2, and members overwhelmingly rejected the offer and endorsed a move to conciliation and arbitration. **If we had received a substantially improved offer at Conciliation, we would have balloted, but a £125 lump sum does not come close**, and falls well below the £1,500 lump sum DWP civil servants will receive.

ABILITY TO PAY

The Company also admitted in Conciliation that it chooses not to contribute any money towards the pay of Officers, with the Government funding the entire pay bill – this is why we are calling on G4S Secure Solutions to put its hand in its own pocket for once.



We are now seeking to initiate the binding arbitration process and are actively pursuing a suitable date to ensure that unnecessary delays are avoided.

If you have any further questions or concerns, please do not hesitate to reach out to us. We remain committed to representing your best interests and will provide updates as soon as they become available.

In solidarity,

GMB DWP LNC GMB National Officer

Please ensure you share this update with non-members and encourage them to voice their opinions on pay by joining GMB: [Join GMB](#)

ACAS CONCILIATION MEETING



Posted on: 23 June 2023

Dear GMB Members,

We are writing to provide you with an update on the ACAS conciliation meeting that took place on 22 June 2023. The purpose of this meeting was to address the ongoing dispute over pay and explore potential resolutions.

During the meeting, the company provided additional information, and clarified that the DWP fully fund Officer pay, with the company not contributing any money at all.

Your claim was that members' wages should not fall behind the cost of living, particularly during this crisis, and that was the position we took into the talks.

In order to secure a deal, your Committee offered compromise where we would recommend a wage offer of 9.2% to members, which would have matched the Government's lowest inflation measure.

This would mean members would not lose ground, and would directly benefit the 60% of frontline members who are now being paid the national minimum wage.

We also highlighted the fact that until now DWP frontline staff have always been paid above the minimum wage throughout the duration of the contract and it does not reflect the exceptional professionalism and the excellent service they provide.



Our compromise offer would have meant the company directly funding ~3.5% itself, basically costing them a few million pounds, which in the context of the entire DWP contract is hardly anything, but the company rejected this, saying they weren't prepared to fund any pay rise themselves.

Despite our dedicated efforts throughout the entire day to secure a better deal for our members, we have determined that it is necessary to proceed to the next stage of the process, which involves binding arbitration.

We appreciate your understanding and ongoing support as we navigate through this process. Rest assured, we remain committed to representing your interests and advocating for a fair and just resolution. We will keep you informed of any further developments.

Thank you for your continued trust in the GMB.

In solidarity,

GMB DWP LNC GMB National Officer

CONCILIATION / NEGOTIATION COMMENCES AT ACAS



Posted on: 16 May 2023

Dear Member

Yesterday GMB DWP LNC Reps from across the country commenced conciliation i.e. further negotiations at ACAS, supported by an ACAS Conciliator, who worked with both parties throughout the day.

The Company did not table any revised and/or enhanced offer during the talks, and we expect them to claim that they cannot afford a pay increase beyond **what DWP are paying them** for wage rises under the contract i.e. the 5.15% average.

GMB has always believed that G4S can afford to award a decent pay rise to Officers, and **'should dip it's hand into its own pocket'** to pay Officers more.

That's why we requested a wide range of Company financial information to support our claim such as:

- How much profit has the Company made on DWP contract?



- Have the Company had to pay penalties to DWP?
- What is the Company wage bill just for Officers i.e. not Agency?
- How much would our pay claim actually cost the Company in 'pounds and pence'?

We have yet to receive the information but once we do, in order to save time, we'll convene an online meeting with Reps to consider the information and explore any potential alternatives to our claim.

We'll advise members when this is likely to be so that you are aware that progress is still ongoing.

Please feel free to share this bulletin or post it onto your local noticeboard.

Yours in union

GMB LNC GMB National Officer

GMB MEMBERS ON G4S DWP CONTRACT 2022 PAY AWARD – 'DISPUTE' UPDATE



Posted on: 17 April 2023

Dear Member

Just to give you a brief update on the G4S DWP 2022 pay talks.

Following our advice to the Company that members have rejected the Company offer, G4S management have asked us to contact ACAS to commence the next stage of conciliation and/or arbitration.

GMB's offer to fast track the ACAS process and go straight to arbitration has not yet been accepted by the Company.

We have now contacted ACAS requesting we commence the collective conciliation stage, and they are also now contacting the Company too.

We are currently awaiting a response and suitable dates to meet in person from ACAS.

If we are unable to negotiate an improvement, we will move to the final stage of binding arbitration.



We will of course continue to keep you updated on progress.

Please make sure you share this bulletin at your workplace and encourage anyone not in GMB to have their say on pay by joining GMB: <https://www.gmb.org.uk/join-gmb>

Yours in union

GMB LNC GMB National Officer

GMB MEMBERS ON G4S DWP CONTRACT PAY BALLOT RESULT



Posted on: 23 March 2023

Dear Member

Thank you for participating in the recent ballot for the G4S DWP pay offer 2022 and supporting the recommendation made by the LNC committee to reject the Company offer.

TO REJECT: 95%

TO ACCEPT: 5%

We have formally notified the Company of the outcome of the ballot.

In order to speed up resolution of the pay dispute, we have proposed to the Company that we move straight to binding arbitration with ACAS – we will update members when we receive a response.

It is clear that the Company offer fell short of a realistic offer, particularly in light of the fantastic contribution members make to ensure the safety and security of all who work and visit the JCP'S and the excessive increases to the cost of living experienced last year.

The next and final stage of the process is to meet with G4S at ACAS. If the Company reject our proposal to go straight to arbitration, then we will have further negotiations or 'conciliation' with a view to securing an improved offer from Company.

If there is no improvement then we will seek to move to the final stage, binding arbitration.



We will keep members updated as we move forward and encourage everyone to ensure that all colleagues are GMB members.

Yours in union

GMB LNC GMB National Officer

GMB MEMBERS 2022 PAY UPDATE



Posted on: 23 February 2023

GMB LNC RECOMMENDING REJECTION

Dear members,

Thank you for your patience to date with the pay talks for 2022.

Yesterday we attended a Stage 2 Dispute meeting to discuss the pay offer that was rejected by your LNC.

We were hopeful that the Company had managed to secure more funds from DWP to enhance the original offer of 5.15%.

Unfortunately, the Treasury rejected the request for additional funds so the Company tabled it's full and final offer:

- The pay offer will be backdated to the 1st December 2022.
- All pay rates will increase by an average of 5.15%
- For the period 1st December 2022 to 31st March 2023 all pay rates will increase as follows:



G4S DWP Contract Role	Current Pay Rate	Dec-22 AWE Indexed Rate	% Increase
ASO Standard	£9.80	£10.30	5.10%
ASO Enhanced	£9.89	£10.40	5.16%
ASO Premium	£10.93	£11.49	5.12%
ASO TL Standard	£10.43	£10.97	5.18%
ASO TL Enhanced	£10.49	£11.03	5.15%
ASO TL Premium	£11.53	£12.12	5.12%
Reception Standard	£9.80	£10.30	5.10%
Reception Enhanced	£11.58	£12.18	5.18%
Reception Premium	£12.61	£13.26	5.15%
ASO Asst Mgr Standard	£11.58	£12.18	5.18%
ASO Asst Mgr Enhanced	£11.58	£12.18	5.18%
ASO Asst Mgr Premium	£12.61	£13.26	5.15%

- From 1st April 2023, all pay rates will remain the same except for ASO Standard, ASO Enhanced and Reception Standard which will further increase by:



What is clear is that this offer reflects the basic contractual requirements agreed with DWP and the legal requirements relating to the April increase in the National Living Wage.

What is disappointing is that amidst the greatest cost of living crisis in recent memory, the Company has not offered to contribute any additional funds to support a wage increase beyond the contract and legal minimums.

Your LNC are unanimous that they don't believe the offer is anywhere near sufficient for members, particularly following the feedback you gave regarding the impact of the cost of living on you and your families.

On that basis the LNC is recommending that members reject the offer and give authority to pursue this dispute to conciliation and then arbitration.

We will commence balloting shortly so please ensure that **you return your vote to your local Rep by midday 17th March.**

We will update members on the results shortly afterwards.

Please also ensure that you share this bulletin at your workplace and encourage anyone not in GMB to have their say on pay by joining GMB: <https://www.gmb.org.uk/join-gm...>



Yours in union,

GMB DWP LNC GMB National Officer

Bulletins

G4S DWP 2021 PAY AWARD – BALLOT RESULTS



Posted on: 2 March 2022

Dear GMB member,

The GMB ballot on the 2021 pay offer has now closed.

GMB members have voted to accept the pay offer as follows:

To Accept: 65%

To Reject: 35%

We have informed the company and requested the uplift in pay be implemented as soon as possible.

Kind regards

Roger Jenkins

GMB National Officer

FAO ALL GMB MEMBERS



Posted on: 31 January 2022

GMB CONSULTATIVE BALLOT – G4S DWP 2021 PAY AWARD



You will shortly be receiving your ballot paper for the 2021 pay award. The final offer is set out on the ballot paper and GMB members will vote on this offer.

Firstly thank you for your patience during the pay negotiations. The delay in reaching this stage was mainly down to the wait for ministerial sign off from the government. Once this had been received the offer was made to GMB which was rejected by your negotiating committee.

Further discussions were held resulting in an improved offer and what we believe is the best that can be achieved through negotiation.

If accepted by GMB members the pay offer will be backdated to the 1st December 2021. The following pay increases will be implemented from the 1st December 2021 bringing the minimum Security Officer rate up to £9.80 Per Hour

	Premium	Enhanced	Standard
ASO	5.10%	4.14%	7.10%
ASO TL	5.10%	4.51%	7.08%
Reception	5.08%	n/a	7.10%
ASO Ass Manager	5.08%	5.08%	7.12%

With a further increase for the enhanced rates in April 2022 which will bring this group in line with the premium increases of 5.1%

	Enhanced 1st April
ASO	0.96%
ASO TL	0.60%

All ballot papers must be received by the GMB by no later than Midday on the 25th February 2022. If you have not received your ballot paper please contact your GMB representative immediately.

Roger Jenkins

GMB National Officer

Date: 17.12.2021



Dear GMB Member

IMPLEMENTATION OF SAFE MINIMUM LEVELS

GMB have today been informed that due to the spread of the new covid strain, safe minimum levels will be introduced with immediate effect.

New schedules are now being put together and members will be informed of their new working schedules over the next few days.

Any days that members are not required to work will still be paid at full contractual hours. G4S have requested that where officers are stood down at least part of this time can be used to complete any outstanding online training

As previously agreed any Covid absence will attract full Covid Sick Pay.

2021 PAY TALKS

Your GMB negotiating committee met again with G4S to discuss the 2021 pay uplift. We have been informed that ministerial sign off has still not been given and therefore the company are unable to give a final offer at this time. It is possible that the government department will give the OK at some point next week and GMB negotiators have agreed to make themselves available should this be achieved.

NEW STARTER RATES

We are all aware of new starters being offered an hourly rate of £9.80, this was never agreed or supported by GMB, these Officers have been employed on this rate from November 2021 and in many locations is above the rates of current employees.

GMB have been clear with G4S that this is unacceptable and throughout this time have been clear that any pay increase would need to be backdated to the 1st November 2021 to put right this injustice.

We have today been informed that the DWP will not agree to the backdating, and we have informed G4S that whatever the final pay offer, without the backdating, we will be recommending rejection of that offer and registering a formal dispute.

Roger Jenkins

GMB National Officer

Noticeboard Bulletin - 24-09-2021

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Posted on: 24 September 2021

Dear GMB Member

There will shortly be a communication by G4S in relation to the pay talks for this year.

Pay negotiations with G4S have started, however G4S have informed us that due to a lack of interest in the previously advertised positions, new positions will be advertised at the rate of £9.80 per hour in Standard and Enhanced areas.

GMB has been campaigning hard for a real living wage for our members on the DWP contract and our position is clear, that our members should be paid a proper living wage.

Further pay talks are planned in the coming weeks and we will be negotiating hard on behalf of GMB members to ensure that we get the best possible deal before bringing the G4S offer to ballot. We of course will keep you updated on progress.

Any offer we receive from G4S will be subject to a full ballot of GMB members.

For further information, please contact your local GMB representative or GMB office.

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](#).

In Solidarity

Nadine Houghton, GMB National Security Officer

Dave Gigg, National GMB convenor, Secure Solutions

Derek Rawlings, National GMB Convenor, Secure Solutions

Noticeboard Bulletin - 29-07-2021



Posted on: 29 July 2021



Dear GMB member,

As you will know, the GMB is campaigning for a decent pay rise for G4S's DWP guards. We want the DWP to fund the contract to ensure all guards are paid Foundation Living Wage rates as a minimum. The current living wage rates are currently £9:50ph and £10:85 in Greater London. These rates rise every year.

The current average rates of pay on the contract are £9:15 and £10:40 in Greater London.

GMB members across the DWP contract have been completing our survey, many of you have told us you have had to use food banks or rely on in-work benefits. This should be a source of shame for the DWP - the government department that seeks to help people into a job that gives them a decent standard of living. Based on our members feedback, they are failing on their own doorstep and now need to get their own house in order.

GMB representatives have recently met with MP's Jess Phillips and Jon Reynolds to talk about their concerns. Now we need you, our members, to do the same.

I attach a letter which you can edit and / or copy and paste to email to your MP to request a meeting and / or to ask them to support your campaign for a decent pay rise this year.

Get template letter

You can find out how to contact your MP using this link [Contact your MP - UK Parliament](#)

If you need any support with this you can contact one of your Local Negotiating Committee reps or your G4S convenors Dave Gigg 07786 255571 or Derek Rawlings 07848 108007.

Please do share with us any responses you receive by emailing nadine.houghton@gmb.org.uk

As always, if you are interested in getting more involved with your union, please let either Dave or Derek know by sending a WhatsApp or text to the numbers above.

Many thanks,

Nadine Houghton and your G4S DWP reps

LETTER TO THE SECRETARY OF STATE



Posted on: 20 December 2022



Dear GMB member,

First of all, I would like to say welcome to all our new members, it's good to have you on board!

I also wanted to update you on the GMB's campaign for improved rates of pay for G4S guards in the DWP. Attached below is a copy of a letter I have sent on behalf of GMB members to request a meeting with Thérèse Coffey, the Secretary of State for Work and Pensions. I want Thérèse to meet GMB members working on the DWP contract, so she can understand the realities of our members' working lives and the challenges you face.

Your representatives also have some action planned for the Autumn, to raise the profile of the campaign and put pressure on the Department to step up and improve wages and conditions.

Thank you to all of you who have completed our living wage survey. That G4S guards are being forced to use food banks and claim in work benefits should be a source of shame for the DWP and G4S. Once the survey has closed and we have all the responses we will be highlighting these issues to the press.

But most importantly, we cannot do this without you, the members. If you are interested in becoming more active in the GMB, either as a rep or a workplace contact, please WhatsApp Nadine on 07714239227 with your name and workplace.

[Copy of the letter](#)

Stay safe.

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 Copple 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.



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

GMB National Officer

Noticeboard Bulletin - 10-03-2021



Posted on: 10 March 2021

Dear GMB member,

The GMB ballot on the 2020/21 pay deal has now closed.

We know that the 1.63% offer from G4S was disappointing.

The GMB did all we could politically to push the DWP on this issue but in the end the Chancellor's comprehensive spending review meant that government department's budgets were being restricted.

This is why the GMB LNC decided to recommend acceptance of the deal. Ultimately we felt we had done all we could to engage the DWP on this issue but eventually had to accept they were only going to offer



the contractual minimum they were obliged to offer – 1.63%.

I am pleased to announce that GMB members have accepted the offer, albeit by a narrow margin; 45% to reject, 55% to accept. This shows the strength of feeling from our members and how they feel let down by G4S and the DWP on pay.

Whilst the deal on pay is a disappointing one I think it is important to remember that we have also won concessions this year, namely on the issue of sick pay for Covid absences and now also for those testing positive with a lateral flow workplace test.

Kind regards

Nadine Houghton, GMB National Officer

Dave Gigg, G4S GMB National Convenor

Derek Rawlins, G4S GMB National Convenor

And your DWP Local Negotiating Committee

Noticeboard Bulletin – 09-12-2020



Posted on: 9 December 2020

Dear GMB member,

The GMB is inviting you to a mass virtual workplace meeting with the Shadow Secretary for Work and Pensions Jonathan Reynolds.

The meeting will take place 9.00 am – 9.50 am on Wednesday 16th December. You can register here:

https://gmb-org-uk.zoom.us/webinar/register/WN_M9yxjPHbT3uMQ4mE8x7yTA

We want you to take your case to parliament and tell Therese Coffey (the Secretary of State for Work and Pensions) that the treatment of G4S guards at the hands of the DWP is unacceptable.

This is your chance to send a message to the government about your workplace issues – low pay, extended opening hours and poor sick pay.



Please do all you can to attend; it's only for an hour and you can attend anonymously. You are the union and we need you to play your part in fighting for improvements at work.

Nadine Houghton

GMB National Officer

WEBINAR: WEDNESDAY 2ND DECEMBER 9-9:30AM & THURSDAY 3RD DECEMBER 7-7:30pm



Posted on: 1 January 1970

Dear GMB member

There is a lot going on in the DWP contract; extended opening hours, changes to start and finish times and pay talks. We know there is a lot of confusion.

On **Wednesday 2nd December 9-9:30** and **Thursday 3rd December at 7-7:30pm** we are hosting a webinar to support and update all our G4S DWP members on the current situation.

This will also be a good opportunity for you to ask any questions and share any campaign ideas you have with your team.

You can join the webinar on your phone or laptop, you just register with your name and email. It is completely anonymous, but you can ask questions which we can respond to directly.

To join the Webinar please register here:

Wednesday 2nd December 9am

https://gmb-org-uk.zoom.us/webinar/register/WN_VVsAK8QOSma5X3QiR4SCsA

Thursday 3rd December 7pm

https://gmb-org-uk.zoom.us/webinar/register/WN_azdfiBdTR5-KsW_x-r9KTW

Nadine Houghton

GMB National Officer



Posted on: 19 November 2020

Dear GMB member

We know how many of you are feeling about the imposition of Saturday (and eventually) evening working.

The GMB is opposing these changes as strongly as possible.

We have asked for the status quo to be maintained while we escalate the issue through the Disputes Resolution Procedure as per the terms of the Recognition Agreement. G4S are refusing to do this and are pressing ahead with the changes, at the request of the DWP.

When Civil Servants agreed their 'Employee New Deal' in 2016 they had many years to reach agreement on a deal that meant Civil Servants would work the extended opening hours. GMB members have been given just 90 days.

As G4S are not complying with the terms of the recognition agreement we now have no choice but to ask our members what next steps they want the GMB to take, this means holding an indicative ballot for industrial action to seek those views.

None of us want to take this course of action but we are being left with very little choice. We know the strength of feeling amongst our members on this issue and we must represent your views.

We genuinely hope we can reach a deal with G4S which incentivises volunteers to work these hours and although we believe that is still achievable, we are deeply concerned that we are less than two weeks away from the changes being imposed with very little time to negotiate.

We have also been made aware of changes to the start and finish time for some of you which is a pay cut. This is not something we have been consulted on and something we have attempted to raise with G4S.

We urge G4S to get around the table as soon as possible.

The GMB will keep you updated on any progress in talks and will share with you a letter that will be going to the Secretary of state for Work and Pensions on the issue.



Can I please remind you that if you have genuine and immediate reasons as to why you cannot work on Saturdays please raise these in writing, by grievance if necessary.

Kind regards,

Nadine Houghton

GMB National Officer

Noticeboard Bulletin - 05-11-2020



Posted on: 5 November 2020

Dear GMB member,

The GMB has seen correspondence sent to staff by Alan Thresher, the G4S accounts manager, threatening dismissal of staff coming to work with Covid symptoms. The communication is deeply inflammatory, and we condemn it in the strongest possible terms.

The GMB has campaigned, since the start of the pandemic, for G4S to implement adequate Covid absence arrangements. We succeeded in pushing G4S to negotiate an agreement with the DWP that full pay would apply when someone is contacted via test, track, trace or has a positive Covid test, but we were very clear that this agreement did not go far enough; full pay for self-isolation must apply when someone has symptoms or has been in contact with someone that has symptoms / has tested positive. Applying full pay only in circumstances where someone has a positive test or contacted via test, track, trace is too little too late.

It is completely unacceptable to threaten staff with dismissal when G4S is not putting adequate policies in place to allow staff to self-isolate, i.e to pay them to do so. We will be raising this with the Minister for Work and Pensions and will continue to campaign for an improved Covid Absence Policy.

In yet another kick in the teeth for DWP guards, G4S is now intent on imposing Saturday working. The GMB have been clear; Saturday working should be voluntary and incentivised with enhanced unsocial hours payments and there should be a guarantee of consecutive days off in the week. None of these demands have been met by G4S and we will now consider our next steps, all options are on the table and the first step is now referring the issue through the Disputes Resolution Procedure (we have made a formal request for this process to start). LNC reps will be talking to our members on the DWP contract over the coming weeks. We have also raised this issue with the Secretary of State.



If you are opposed to working Saturdays and Evenings because of family / caring commitments, because of health / disability concerns or for any other reason please make sure you put this in writing to G4S. You are entitled to raise a grievance on this and your LNC rep or officer can assist you in writing and submitting this. Please copy your rep or officer into any grievances submitted so that we can understand how many are being submitted.

We will keep you updated on all of the above, however, we expect some changes to current working arrangements in light of the ever-changing lockdown rules.

Nadine Houghton

GMB National Officer

MOJ Cleaners And Security Guards Win Full Sick Pay – Now It's Time DWP Security Guards Got The Same!



Posted on: 9 July 2020

Last night the Guardian reported that security and cleaning staff working in the Ministry of Justice for private contractor OCS would receive full sick pay if their staff are self-isolating or off sick with a Covid absence backdated to the 1st April.

The GMB have been campaigning for the same arrangement for our members working for G4S on the DWP Contract. We have written to Jonathan Reynolds (the Shadow Work and Pensions Secretary) to raise the issue with him. He has offered to meet GMB members working on the DWP Contract and we will be taking him up on that offer in a bid to keep up the pressure on the department to do the right thing by its outsourced workers.

We will keep you updated as the campaign progresses.

In addition we have requested that G4S conduct a BAME Specific Risk Assessment. As many of you will know, our BAME members are more at risk from Covid and therefore we believe a specific risk assessment needs to be conducted for them with added safe guards in place. We know the DWP has done this for their directly employed staff so there is no reason this can't be done for G4S staff.

We have asked G4S to do this and we are waiting for feedback from them on this.

You will also know that we have been in ongoing discussions with G4S concerning the return to work of our members. We continue to meet weekly, however, if you have any issues you want us to raise please



feed this back to your reps and regional officials.

I hope you are keeping safe and well and thank you for all you are doing as we continue to adapt to the 'new normal'.

Nadine Houghton

GMB National Officer

GMB MEMBERS ON G4S DWP CONTRACT PPE



Posted on: 15 July 2020

Dear GMB member,

We have already let you know our position on sick pay and what we are doing with regards to this.

On the issue of PPE and sites reopening to the public;

We know a number of you have raised concerns regarding the face masks you have been provided with by G4S / DWP. We understand your concerns and as you would expect, this is something we have raised with G4S. To be very clear though, the face masks you have already been given are to be used in conjunction with full face visors. The face visors will be provided to you by DWP and you should keep them and reuse them.

But to be absolutely crystal clear; if you are not provided with a visor and you are being asked to carry out your duties then you are being asked to do this outside of the guidance in the risk assessment and this is clearly not acceptable to the GMB or you.

If you are not provided with a visor you must escalate this with your line manager immediately and keep yourself safe whilst you do this.

At all times you are expected to do all you can to socially distance.

We have now received the below response from G4S on specific BAME and Vulnerable Risk Assessments

"The health and safety of all G4S employees remains paramount to us and we are confident that we have robust risk assessments in place to cover all our employees."



We recognise and acknowledge the concerns all our employees have relating to Covid-19 and channels are in place for our employees to inform us if they fall into a vulnerable group.

G4S will continue to review all of our processes and procedures in line with evolving Government guidance and where necessary, communicate revised procedures to all stakeholders”

GMB will be responding to G4S's points with regards to BAME and Vulnerable specific risk assessments and we also hope to be in a position to update you on sick pay by early next week, however if you have any issues you want us to raise, please contact your local rep or regional officials.

Nadine Houghton

GMB National Officer

GMB MEMBERS ON G4S DWP CONTRACT



Posted on: 19 August 2020

Dear GMB member,

You will be aware that GMB has been seeking assurances that members do not suffer any detriment for COVID-19 related absence. Further to that, we have been in contact with Jonathan Reynolds (Shadow Work and Pensions Secretary) and he has tabled the following written questions to Therese Coffey, Secretary of State for Work and Pensions.

- To ask the Secretary of State for Work and Pensions what assessment have been made of the Coronavirus sick pay policies implemented by G4S in their contracts with the DWP including with regard to i) fair treatment of staff across the DWP estate in England and Wales ii) the public health necessity of self-isolation and household isolation for Coronavirus symptoms within the Government guidance, and iii) the impact on staff health, welfare and efficiency of work if staff members who have suffered from COVID-19 symptoms return to work before they are fit to do so.
- If she will make an assessment of the Coronavirus sick pay policies implemented by G4S in their contracts with the DWP including with regard to i) fair treatment of staff across the DWP estate in England and Wales ii) the public health necessity of self-isolation and household isolation for Coronavirus symptoms within the Government



guidance, and iii) the impact on staff health, welfare and efficiency of work if staff members who have suffered from COVID-19 symptoms return to work before they are fit to do so.

I will of course keep you updated on any feedback we receive on this and any information on extended opening hours, however if you have any issues you want us to raise, please contact your local rep or regional officials.

Nadine Houghton

GMB National Officer

GMB MEMBERS ON G4S DWP CONTRACT



Posted on: 21 September 2020

Dear GMB member,

Following months of GMB campaigning we are pleased to confirm that G4S has now reached an agreement with the DWP which will allow them to pay full pay for ten working days to staff who are identified via test, track and trace or who test positive for Covid.

G4S have now confirmed that employees who test positive for COVID-19 will continue to be paid their daily contractual hours as per their terms and conditions of employment for the 14 days of isolation up to a maximum of 10 working days **on provision of confirmation of a positive test result (usually an email or text from the testing service).**

G4S employees who are self-isolating as a result of being in close contact with someone who has tested positive for COVID-19 (confirmed through test and trace contact) will continue to be paid their daily contractual hours as per their terms and conditions of employment for the 14 days of isolation up to a maximum of 10 working days but only **on provision of a copy of the confirmed case notification.**

The GMB welcomes the improvements for sick pay arrangements but believes they are limited in scope and require improvement. The complete breakdown in both the government's test and tracing programmes will mean positive cases and those in contact with positive cases are less likely to be identified in a timely manner. The breakdown in the system clearly poses issues for staff who are required to provide evidence of a positive result in order to receive full pay.



G4S employees subject to national or local lockdown measures who have been asked by the Government or medical practitioner to self-isolate or G4S employees who have been directly instructed by DWP staff not to come to work for any other reason

related to COVID-19 will continue to be paid their daily contractual hours as per their terms and conditions of employment for the whole period of self-isolation.

Extended Working Hours:

You will be aware the extended working hours project has been in discussion as far back as 2016 and since 2018 DWP staff had their contracted work hours changed. DWP staff are now contracted to work between 0800-2000 Mon-Fri & 0845-1700 Sat.

This is now being rolled out nationally under the Extended Hours programme of work. 300 buildings across the DWP portfolio fall within in the scope of the project and are due to go live week commencing 30th November.

GMB is currently in discussions with G4S and have further meetings this week, we will keep you updated on these ongoing discussions but **GMB has sought assurances that members will only be required to work beyond their contractual hours on a voluntary basis and that any hours worked above contractual hours will be paid at an enhanced rate.**

Nadine Houghton

GMB National Officer

GMB MEMBERS ON G4S DWP CONTRACT



Posted on: 8 October 2020

I'm writing to update you on the consultation between GMB and G4S regarding extended opening hours for Job Centre's. G4S have confirmed DWP are currently looking to open around 300 buildings for additional hours on a Saturday only, the extended evening opening times have been paused until March 2021.

GMB first asked G4S to focus on incentivising staff to work additional hours and seeking volunteers in the first instance.



Secondly, that unsocial hours should be paid and rewarded as unsocial hours, i.e. they should attract an additional payment. If you are being asked to spend extra time away from family or having to spend more of your leisure time in work, this needs to be properly compensated.

However, G4S are, at present, not willing to offer enhancements for unsocial hours (i.e. evenings, weekends or overtime).

This isn't acceptable to GMB and we are calling on G4S to renegotiate a better deal for our members with the DWP.

DWP staff agreed to work extended opening hours as part of previous pay negotiations in return for a pay rise above the public sector pay restraints at that time. DWP staff would also receive enhanced rates for working overtime hours.

GMB believe G4S staff should be appropriately compensated too.

Third, when rostering staff to work extended hours, due consideration must be given to any protected characteristics under the Equality Act (e.g. disability / religious beliefs / age).

We will also be calling on G4S to ensure a fair working pattern where staff are not excessively / repeatedly being rostered a Saturday (unless they volunteer to do so).

We will keep you updated on these ongoing negotiations and members of your local negotiating team will be visiting workplaces over the coming weeks to discuss with members in more detail.

Nadine Houghton

GMB National Officer

GMB MEMBERS ON G4S DWP CONTRACT - JOB CENTRE REOPENING UPDATE



Posted on: 3 July 2020

GMB has been campaigning hard in G4S since the outbreak of the Covid-19 virus to ensure the health and welfare of all our members on the DWP contract has been maintained

Since the announcement by Government to reopen Job Centres, GMB has been involved with G4S in the Risk Assessment process and have agreed the following actions:



- Public entrance doors will remain open, but the DWP will only be seeing a limited number of customers to maintain social distancing. However, if for any reason the local JCP Manager and the security team feel that there are not adequate controls in place, then a dynamic risk assessment will be undertaken. Local JCP Managers and G4S Officers are empowered to close and secure the doors if they believe this is necessary.
- G4S officers will welcome and advise customers to wear face masks, use hand sanitiser and to make their way to the DWP triage area. The DWP will assume responsibility from thereon.
- PPE – All sites will have access to PPE, face masks and visors will be available for all employees. Officers are also able to wear reusable or disposable face masks which will also be provided. Additional supplies of sanitiser and wipes are also being supplied by DWP for front of house space for use of both DWP and G4S colleagues.

The GMB will continue to seek further assurances that members do not suffer any detriment for COVID-19 related absence and that separate Risk assessments are undertaken for vulnerable, BAME and pregnant members.

Nadine Houghton

GMB National Officer

