

8 August 2023

TUPE update - Mitie Affiliate Cluster

Update for Mitie members working on the Cabinet Office, FCDO and 10 South Colonnade contracts.

Security

PCS has received a letter from Mitie containing the 'measures' (changes) that G4S proposes to take in relation to the terms and conditions of employment for security personnel once the transfer is completed on 1 October. This should cover a range of areas, on contractual and non-contractual issues.

Mitie is legally required to consult PCS and the employee representatives where there is no current union recognition.

Breach of TUPE

PCS believes that Mitie are in breach of the TUPE regulations, as they have not provided basic information on issues such as working hours, security license fees, annual leave carry over, or legacy civil service terms and conditions.

On union recognition, PCS will be challenging G4S over their current position that they will not recognise us for collective bargaining purposes. We believe that your collective rights should transfer over with your employment.

Second meeting

We have been invited to a second 'collective consultation' meeting on Friday 11 August. This will be a joint meeting with the employee representatives, after both parties requested one set of consultations. PCS have already asked that the consultation only formally begins after receipt of the 'measures' letter, which Mitie have ignored.

We are raising the above issues with Mitie and G4S. Mitie has provided an initial response and we will be taking up these issues at the meeting on 11 August.

Members' meetings

We will arrange meetings for security guard members and employees to get your feedback. You will receive an invite in the next few days.

Hard and soft FM

Mitie have made internal announcements about the successful bidders for the hard and soft services nationwide. We understand that the transfer date for employees in these areas has been pushed back to 1 November. PCS will liaise with Mitie over TUPE consultation and involve members once more information is known.