

14 September 2023

# Mitie to G4S (Security) - TUPE update

Outstanding issues remain just two weeks before the transfer date of 1 October.

There have only been three formal consultation meetings since the Government Property Agency (GPA) announced in May that G4S had been successful in winning the security contract for the 'Affiliates' cluster.

## Outstanding issues

Although some progress has been made in the consultation meetings, some of the outstanding issues include:

- Mitie claim the first formal consultation meeting took place in July, despite previously accepting the PCS and employee reps' position that consultation only began in August after the list of 'Measures' (changes) from G4S had been received.
- Mitie have yet to provide clearly presented information in a single document which sets out all the changes to terms, conditions and policies.
- In response to concerns raised by PCS and employee reps, G4S have amended their 'new joiners' form to remove most of the intrusive requests for information. The request for consent to financial screening checks remains, despite queries as to why this is necessary when the security licensing authority advise that proof can be provided by the exporting employer i.e. Mitie. **Members have asked us whether they should complete and sign this document, we know this is an anxious time for staff but we will provide an update on the final position after the next collective consultation meeting on Friday 15 September.**
- G4S have not been able to clarify whether members of the civil service pension scheme will be able to continue or have their pension transferred to a comparable scheme.
- Annual leave entitlement, including carry over, has yet to be properly clarified by Mitie and G4S.

- PCS union recognition, which covers many transferring Mitie employees, is still not accepted by G4S. They are still considering their position, and PCS continues to pursue this matter.

### **Next meeting**

Mitie have added an additional consultation meeting to be held this Friday 15 September which PCS have accepted. However, given that the transfer is due to take place on 1 October, both PCS and the employee reps have asked that the transfer is delayed so that the above issues can be resolved.

If you aren't a member of PCS, then please [join today](#).

If you have any queries, please contact your Mitie PCS representative or [helenf@pcs.org.uk](mailto:helenf@pcs.org.uk)