

25 September 2023

# Mitie 'affiliates' cluster - new TUPE updates

Security consultation coming to a close .. while 'soft' and 'hard' facilities management talks just started

TUPE consultation talks are just beginning for 'hard' and 'soft' facilities management (FM) services (transfer date 1 November), while security talks are coming to an end with the transfer to G4S on 1 October.

## **Soft and hard facilities management (FM) Services**

'Soft services' are defined as catering, cleaning and post room/messenger employees. 'Hard services' covers engineering and other work maintaining the building structure.

Atalian Servest has the contract for soft services in Scotland and the north, and hard services in the south. ISS has the contact for soft FM services in the south, and hard services in Scotland and the north.

Mitie has set up consultation meetings with both employers, PCS representatives (where we are recognised) and employee representatives from other 'Affiliates' workplaces. PCS is now [recognised for all first-line managers and workers on the Cabinet Office contract](#).

The initial meeting has introduced both parties and allowed early questions to be tabled. The 'Measures' which set out any proposed changes to your terms and conditions have not been provided yet, as the new employers (ISS and Atalian Servest) are waiting for Mitie to provide 'employee liability information' (ELI) so they can see what terms and conditions you will TUPE transfer with. We expect to receive the proposed measures in the coming days.

In the meantime, please provide any questions to your union or employee representative.

## Security services to G4S

There have been several meetings since our last update, and one final meeting has been arranged with Mitie and G4S for Thursday (28):

- **'New joiners' form amended** The 'new joiners' form has been amended to be clear that it is a TUPE form, and now focusses on capturing bank details rather than financial screening. Mitie has stated that it has provided the proof of BS7858 screening where it holds it, which accounts for around 10% of employees. G4S will consult with PCS about next steps.
- **Recognition** Now that PCS has [won statutory recognition in two further areas](#), G4S has agreed to meet with PCS before the transfer to discuss how recognition will work from October.
- **Annual leave** All pre-booked annual leave will be honoured, and arrangements have been made in 1-2-1s to allow for carry over for 2024 where there is not a contractual agreement.
- **Outstanding issues** A number of operational issues are still outstanding, such as winter uniform, welfare arrangements and transport over the Christmas period. G4S will provide an update this week.

## Members' meetings on Zoom

Members' meetings for security officers will be held on:

- Tuesday, 26 September at 2pm - TUPE update
- Monday, 2 October at 8pm - meeting post-transfer to discuss PCS recognition in G4S.

Please contact your PCS representative or [helenf@pcs.org.uk](mailto:helenf@pcs.org.uk) or [paulb@pcs.org.uk](mailto:paulb@pcs.org.uk) for the Zoom joining link.

Members' meetings will be arranged for our members in soft and hard FM as TUPE talks progress.

If you know anyone not yet in PCS, encourage them to [join online](#). Last week's recognition wins, and the changes during the TUPE talks, show the value of strong collective representation.