

16 October 2023

Mitie Affiliate Cluster TUPE - soft and hard FM 'measures' received, survey launched

Tell us how ISS and Atalian Servest's proposed changes to your pay date or frequency will affect you

'Measures' received from ISS and Atalian Servest

There have been three consultation meetings between the new employers (ISS and Atalian Servest), Mitie, PCS and the employee representatives. Staff are due to transfer on 1 November.

The proposed changes to terms and conditions (known as the 'measures') that ISS and Atalian Servest (now part of OCS) propose to take, were only shared with PCS and employees late on Friday, 6 October, after the third meeting.

The most significant proposed 'measures' include:

- **ISS** planning to change the pay frequency of 'frontline' staff from monthly to fortnightly
- **Atalian Servest (OCS)** planning to change your pay date to the 14th of each month, meaning you and your colleagues will need to wait for 6 weeks after your final Mitie pay date in October before being paid for the first time by your new employer in December.

Your PCS representatives are challenging these proposals, as they will cause financial hardship and distress.

We've already been successful in getting one 'measure' changed, and there will no longer be a redundancy at FCDO East Kilbride. We continue to press in the strongest terms for the pay changes to be withdrawn.

We have also demanded the transfer date is pushed back to allow the consultation to be done properly and your terms and conditions protected.

Tell us how the pay changes will affect you - [complete the PCS survey](#)

If we're going to **stop** these changes we need to show the detrimental effect they will have.

So please [complete our short online survey](#) and tell us how the pay changes will affect **YOU**.

Then please share the link with colleagues working in your area.

Members' meeting

An online members meeting for all soft and hard FM staff is taking place this Tuesday, so your PCS representatives can report back on the latest from the TUPE consultations:

Full details:

- **Tuesday, 17 October, 1.30pm**
- [Online via Zoom](#) Meeting ID: 895 4944 8365, passcode: 661704

Non-members can attend as well. We will encourage you to join PCS.

If you have any questions about this please contact helenf@pcs.org.uk or paulb@pcs.org.uk

Not a PCS member? [Join online today.](#)