

11 August 2020

PECS 4 NEGOTIATIONS

Over the last couple of months your National Negotiating Committee has been holding talks with both Serco and GeoAmey in regard to the TUPE Transfer in the Southern Region and the requirements for PECS 4 in the North.

The Reps in the South are now all aware of the base locations, with the bases at Rochester and Bristol being relocated, whilst there is a technical change of location at Woking to a new unit on the same estate.

The Southern area reps have also been involved in a number of conference calls with Serco senior management and have had the opportunity to ask a number of questions around such things as Vehicles, Annual leave, Pensions and Dual Badging, these talks are positive and encouraging.

The latest conference call between SERCO and GMB representatives took place on Thursday 6th August. We will keep you updated on the progress as we near the start of the new contract with Serco. A joint Community / GMB pay claim is in the process of being prepared and will be discussed with local reps imminently and shared with members as soon as possible. The claim is based on the feedback received from pay surveys completed by our members.

The JNCC and the Northern Reps have been focused on the preparation for Pecs 4 with the main topic being the introduction of the Mobile Officer Teams.

Members should note that this is not a change to contractual terms, but is a formulisation of the mobility clause, which is in all officers' original contracts and was further amended by the cluster agreement in the Safe Secure Working Agreement in 2012.

The GMB and the Company have now reached an agreement in principle on this and this is outlined below with a brief explanation of the proposal.

The Company will place 133 Officers per day on the mobile officer shift. This will be across the region and will be noted on the 8 week roster. These officers will be managed by the central logistics centre and not their base or court.

These officers will be contacted via a text message between the hours of 06.30am and 07.30am and given a direction as to their workplace for that day.

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A shift start time will be shown on the roster and this start time can be varied by a maximum of one hour each way as per the existing agreement. Any notification of an earlier start time should normally be notified the previous day and all movements should normally be within the officer's cluster and therefore within a 20 mile radius.

The Following parameters have been negotiated by the GMB:

1. When a notification of a work location is received it will be accompanied by a recommended parking location.
2. The Officers start time will be displayed on their 8 week roster when on the Mobile officer shift.
3. When working within the cluster the start time will be the start time at the Court destination.
4. The Mobile Officer Team will be working within their designated cluster although in exceptional circumstances, an officer may be directed outside of their cluster and in this event travelling time and additional mileage will be paid.
5. Receipted Parking costs can be reclaimed from petty cash at the court locations.
6. Any additional mileage above the officer's normal commute can be reclaimed at the Inland Revenue rate.
7. Officers on the mobile shift must be notified at the end of their previous shift if they are to be stood down the following day. Failing that officers will receive a guaranteed 4 hour minimum daily shift whilst on the Mobile Officer duties.
8. There will be a maximum of two location moves in a private vehicle.
9. The Company have an Insurance Policy which will cover business for employees' vehicles if requested to move to a second location
10. Officers will have the ability to swap their MOT shift with another officer.
11. All Officers can notify the company of preferred court locations based on geographical convenience.
12. If any officer has a reasonable reason why they cannot partake in the MOT shift (e.g Care Responsibilities, part time working or a disability) then the Company will work with the GMB to resolve any Issues.
13. This arrangement will be reviewed in October, November and December 2020. Then also in March and September 2021.

Members should be note that the negotiations were very difficult and all JNCC reps did everything possible to limit the effect of the Introduction of the Mobile Officer Team. The Company has always had the ability to send officers direct to a court under original and existing contracts, by use of the mobility clause.

The GMB has at every step, sought to limit any negative impact of changes on our members.

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Throughout the negotiations your JNCC has won a number of important concessions including guaranteed start times, minimum shift times, improved arrangements for parking reimbursement and a guarantee of not more than two moves in your own car. The GMB have negotiated this on behalf of our members whilst also recognising that the Company is able to make changes to allow it to run the Pecs 4 contract.'

If you have any questions regarding the information provided in this bulletin please do not hesitate to contact your local GMB rep. JNCC Members will also be visiting Bases to discuss the issue with members.

Nadine Houghton, National Officer

Jim Edgar, National Convenor

Your GMB NNC.

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