



Department
for Work &
Pensions

Central FoI Team
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SW1H 9NA

freedom-of-information-request@dwp.gov.uk
www.gov.uk/dwp

Alex Smith
request-659562-
3c863cde@whatdotheyknow.com

Our Ref: FOI2020/18865

Friday 3rd July 2020

Dear Alex Smith,

Thank you for your Freedom of Information (FoI) request received on 16th April 2020.
You asked:

“In a FOI reply to Mr John Moloney on 2 October 2019 (Ref: FOI2019/35076), the DWP noted: “We can confirm that G4S has informed DWP that it has a no-strike agreement with the GMB. The no-strike agreement is the G4S Security Services UK national recognition agreement with the GMB.”

Is this no-strike agreement is still in place? If not, does the DWP know when it ended?”

Further to this on 16th May 2020 you asked for an Internal Review; (2020/23766)

“I understand that your response to my request has been delayed.

I would like to request an acknowledgment that my request will be dealt with as soon as is practically possible.

I would also like to request that the below message be passed on to the person who conducts Freedom of Information reviews.

I am writing to request an internal review of the DWP’s handling of my FOI request ‘G4S no-strike agreement with the GMB trade union’.

In its initial reply to my request, the DWP stated that it aimed to deal with my request within 20 days. This amount of days has now passed, but my request has not yet been dealt with. Could I please request an update?”

Under normal circumstances, you would expect a response to your FOI request within 20 working days; however due to the current situation with COVID-19, it has not been possible for us to reply within this timeframe. We apologise for this delay. Please find our response below.

In answer to your question, we can confirm that the non-strike agreement between G4S and the GMB is still in place. In 2006 The GMB Trade union representing workers in the security sector signed a recognition agreement with G4S Secure Solutions UK Ltd (SSUK) which recognised the GMB as an appropriate union to represent the interests of G4S's UK-based security officer.

Whilst this precludes industrial action, the agreement outlines a robust dispute resolution procedure. It culminates in legally binding arbitration with ACAS where agreement cannot otherwise be reached. *Reference page 3, Section 1 of the agreement:*

"The Company and the Union agree that matters of change or dispute are best resolved through discussion negotiation and agreement. In the event that agreement cannot be achieved in this way, the procedures set out in Section F of this Agreement will apply to disputes relating to matters covered by that section. In all other cases, the Company and the Union will in all normal circumstances refer the matter in dispute to binding arbitration. This mechanism will preclude any industrial action being taken by the Union. The Company acknowledges that it will not unilaterally impose any detrimental change to employee's pay, hours, holiday or other benefits".

If you have any further queries, please contact us quoting the reference number above.

Yours sincerely,

Central FoI Team
Department for Work and Pensions

Your right to complain under the Freedom of Information Act

If you are not happy with this response you may request an internal review by e-mailing freedom-of-information-request@dwf.gov.uk or by writing to DWP, Central FoI Team, Caxton House, Tothill Street, SW1H 9NA. Any review request should be submitted within two months of the date of this letter.

If you are not content with the outcome of the internal review you may apply directly to the Information Commissioner's Office for a decision. Generally, the Commissioner cannot make a decision unless you have exhausted our own complaints procedure. The Information Commissioner can be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow Cheshire SK9 5AF
Web: ico.org.uk/Global/contact_us or telephone 0303 123 1113 or 01625 545745