

# GMB and Hermes agree further benefits for self employed plus couriers



**Around 20,000 couriers now have a real voice in their workplace and the right to take holidays and the right to guaranteed pay**

GMB Union and Hermes UK – the leading consumer delivery company – have announced they have concluded their annual negotiations which have resulted in further benefits for all self-employed plus (SE+) couriers.



It follows the **ground-breaking deal** in 2019, the first of its kind designed to support the rights of self-employed workers operating in the so called 'gig economy', which included paid holiday and guaranteed minimum payment rates for SE+ couriers and the ability for the GMB to secure further benefits on their behalf.

Under the terms of the new deal, effective from Saturday, March 27 2021, all SE+ couriers benefit from a range of increased payments for the services that they provide, including increased rates for parcel collections and additional incentives.

The option to become an SE+ courier has been available at Hermes since 2019 and it is estimated that by the end of June 2021 more than 70% will have made the decision to move – around 20,000 couriers.

Their continued self-employed status means that they are still able to maintain the flexibility that so many couriers treasure, fitting in their deliveries alongside their other, often family, commitments.





**Mick Rix, GMB National Officer, said:**

“Hermes is continuing to show other companies that looking after those who work for you is not just the right thing to do, it’s good for business.

“Couriers now have a real voice in their workplace and the right to take holidays and the right to guaranteed pay.

“These are basic rights that the GMB has fought hard for on behalf of members and the continuing involvement of this deal shows the gig economy doesn’t have to rip off workers and that exploitative employers need to sit up and take notice.”

**Martijn de Lange, CEO at Hermes UK, said:**



“When we announced our deal in 2019 we committed to continuing to develop our support for the rights of self- employed workers.

“Independent research shows that over three quarters of our SE+ couriers believe that their health and wellbeing has improved as a result of having paid holidays.

“This is particularly important given the challenging events of the past year where they have played a vital role in ensuring that people have been able to get essential items delivered safely.”

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