

Frequently Asked Questions

GMB members at Medirest are demanding the fair pay, terms and conditions that they deserve.

Find out answers to your strike FAQs.

Last update: **7 May 2024**

Your strike day FAQs!

Why Are We Striking And Taking Industrial Action?

Posted on: 7 May 2024

Since the summer 2023, our members have been campaigning for parity or a move towards parity, between Medirest and NHS employees' T&Cs. An example of differences between Medirest and NHS employee's T&Cs, for doing the same job, can be see below:

Please note: Medirest receive an additional 50p per hour more for each hour worked between 10pm and 6am, Monday-Sunday.

Additionally, our Medirest members have been campaigning to be paid non-consolidated bonuses paid to NHS employees which Medirest employees were not eligible for.

GMB has tried to resolve this matter with the employer and has made some progress on the non-consolidated payments issue. However, we have still not received much need clarity whether these payments will be paid and who to and we have not received any commitments sought by our members on the issue of Terms and Conditions. As a result, our members have balloted to take industrial action, with 72% voting and 96% of those who voted, voting in favour of action.



THIS IS WHAT A NHS EMPLOYEE GETS PAID FOR DOING A NHS JOB EVALUTED BAND 2 ROLE		THIS IS WHAT A MEDIREST EMPLOYEE GETS PAID FOR DOING A NHS JOB EVALUTED BAND 2 ROLE	
Hours Worked	Hourly Rate	Hours Worked	Hourly Rate
Basic Hourly Rate :	£11.45	Basic Hourly Rate :	£11.45
All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am:	£16.14	All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am:	£11.45
All time on Sundays and Public Holidays (midnight to midnight)	£20.95	All time on Sundays and Public Holidays (midnight to midnight)	£11.45
Overtime Rate for Hours Worked Above 37.5	£17.17	Overtime Rate for Hours Worked Above 37.5	£11.45

What Am I Expected To Do On A Picket Line?



Posted on: 7 May 2024

A picket line is where our members and GMB reps/officers will stand outside of the 3 workplaces involved in the dispute (King's Mill, Newark and Mansfield Community Hospital). The purpose of the picket line is for us to tell other people why our members are striking. People attending the picket line are also allowed to ask people not to cross their picket line,

Government guidance states that pickets must not prevent people from going to work or doing their usual work if they want to do so and also states you should not:

- use threatening or abusive behaviour to people walking past or crossing the picket line
- block people or vehicles trying to get into the workplace which is on strike (called 'causing an obstruction' by police)
- carry weapons
- damage property
- cause or threaten to cause a 'breach of the peace'
- try to block roads near the picket line (called 'causing an obstruction to the public highway')
- try to stop the police who are outside the workplace from doing their job

There will be always a GMB officer present on your picket line, wearing a high-viz orange arm band labelled 'steward', who will be able to give you any advice or guidance if you are unsure of something



whilst attending a picket line. A copy of the government's 'picketing code of practice' will also be available for people to read on the picket line.

When Are We Taking Industrial Action And Strike Action?



Posted on: 7 May 2024

When are we taking industrial action and strike action?

Below are the next dates of industrial action which have been planned:

- 48 hour strike action: Thursday 30th May 6am – Saturday 1st June 5:59am
- Overtime ban and Work to Rule: Saturday 1st June 6am – Thursday 6th June 5:59am

If I Have Any Issues On A Strike Day, What Do I Do?



Posted on: 7 May 2024

Every picket line will have at least 1 union official wearing a "steward" armband. Our officers will be able to give you any support, guidance and deal with any issues you may face whilst attending a picket line.

If you have any urgent issues and cannot identify your officer allocated to the picket line, you could contact the GMB – 0300 165 5585

What Is Happening With The Non-Consolidated Payments (Often Referred To As The Covid Recovery Bonus, Or The 'Covid Payment')?



Posted on: 7 May 2024

Last year, NHS staff were paid a non-consolidated payment as part of their pay award. Medirest employees were not eligible for this payment, despite it being name a "covid recovery payment". This



caused much anger for our members, many of whom worked throughout covid and were equally exposed to the challenges this period brought for staff. Despite Medirest staff not being eligible for this initially, the government extended a scheme to private contractors within the NHS such as Medirest late last year which allowed Medirest to apply for funding to pay these non-consolidated payments. Since this time, we have received confirmation from Medirest that their application for this funding has been accepted. GMB has asked for clarity from Medirest as to when these payments will be made and who within Medirest will be eligible for these payments. However, as of this date, we have not received clarity on this.

I Have Recently Joined The Union, Can I Strike And Take Industrial Action?



Posted on: 7 May 2024

Anyone who is a member of GMB union can strike and take industrial action, regardless of their join date. This is a legal right which cannot be denied by your employer.

What Do I Do If I Have A Question That Is Not Covered By These FAQs?



Posted on: 7 May 2024

If there are any queries you have which have not been covered within these FAQs. Please contact your local union office on 0300 165 5585.

Are There Any Other Planned Strike Or Industrial Action Days?



Posted on: 7 May 2024

There are no other dates of planned industrial action currently. However, your officer is meeting regularly with GMB members part of the Medirest campaign and strike committee and should any further dates be notified to Medirest, we will inform your employer.



What Is Happening With Medirest Staffs' Terms And Conditions?



Posted on: 7 May 2024

The campaign for parity, or improvements towards parity for Medirest staffs' Terms and Conditions compared to NHS employees is ongoing. We have met with Medirest twice regarding this issue, but no offer or proposal to resolve our members concerns have been put forward at this time.

What Facilities Are Available On The Picket Line And Where Can I Go To The Toilet?



Posted on: 7 May 2024

There are various facilities in the local area. There is a McDonalds and Costa near Kings Mill and Mansfield Community Hospital. The toilets and café's restaurants at Kings Mill, Newark and Mansfield community hospital are open to the public, so there is no reason why our members would not be able to use these facilities. However, members may be refused entrance if they are wearing anything which indicates they are part of the picket lines. It would therefore be advised to remove any clothing/merchandise which identifies you as a GMB member before using toilets or other facilities.

What Do I Need To Bring With Me To The Picket Line And Will I Need To Bring Any Signs, Placards Or Flags?



Posted on: 7 May 2024

GMB will provide various placard signs, flags and other visible merchandise for picketers to use whilst on the picket line. Members are asked to return this to your allocated officer on the picket line once you leave.

The picket line will have shelter in the way of a gazebo and basic refreshments. However, members are encouraged to wear adequate clothing for the weather and ensure they are staying hydrated and taking care of their needs whilst on the picket line.



What Times Will The Picket Lines Start And Finish And Where Will They Be?



Posted on: 7 May 2024

There will be 2 picket lines during the day of the strike as below.

King's Mill Hospital, near main traffic entrance, 6am – 8pm

Newark Hospital, outside the hospital grounds near the main entrance 6am-2pm

Mansfield Community Hospital 6am-8am and 6pm-7:30pm

What Do I Do If The Strike Day Falls On A Non-Working Day?



Posted on: 7 May 2024

If you are not scheduled to be at work during a strike day, we would still ask our members to provide support on a picket line if they wish. If Medirest ask you to come in to work, we would advise you to refuse as this is your right, because your union is taking strike action.

Do I Have To Ring Work To Tell Them I Am Not Coming In On A Strike Day?



Posted on: 7 May 2024

If you are participating in strike action on strike days and you are scheduled to be in work, you are not required to ring your employer and inform them that you are not coming to work. Your employer cannot force you to ring in if you are taking strike action, as there is no legal requirement for you to inform your employer. The GMB has fulfilled its legal obligations, by informing Medirest of strike dates and how many members will be taking part.

How Do I Access Hardship Payments?



Posted on: 7 May 2024

This is conditional to the member attending a picket line for AT LEAST 4 hours, either within their ordinary shift time or an alternative time if the picket lines are not organised during the times of your shifts. We do encourage members to attend the occasion for longer, if they are able to. When you arrive at the picket line please ensure that you sign in and provide your name and membership details. Once you leave the picket line, please ensure you sign out.

Is There Hardship Support For Days Where Members Strike?



Posted on: 7 May 2024

If you take strike action, you will not be paid by your employer. Those who are members of the GMB union and participate in strike action can be eligible for hardship support – equating to £70 per strike day. This would be paid to members directly and is subject to strict conditions. For more information regarding hardship support, please contact the GMB office on 0300 165 5585.

What Am I Being Asked To Do On The Days Where GMB Members Conduct An 'Overtime Ban'?



Posted on: 7 May 2024

During the days and times where we have planned an overtime ban, we are asking our members to not conduct any overtime for the employer.

What Am I Being Asked To Do During The Days Where GMB Members 'Work To Rule'?



Posted on: 7 May 2024

During the days and times where we have planned a work to rule, we are asking our members to not begin their work duties until their shift start time and not carry on with work duties past their shift finish



times. We strongly advise our members to ensure that they are not late for work, or finishing early on these days. Please remember to clock in and out if this appropriate for you.

IMPORTANT FOR SECURITY OFFICERS: Within the Medirest staff handbook, Security Officers are not permitted to leave site until they are relieved, or another employee is on site. The staff handbook stated that the Company guarantees, in cases where Security Officers have not been relieved, a replacement Officer within 4 hours. We strongly advise that Security Officers do not leave site until they are relieved in line with this.

I Have Been Asked Whether I Am A Union Member And Whether I Am Planning To Take Strike Action, Or Other Industrial Action. What Should I Do?



Posted on: 7 May 2024

Union membership is confidential. Supervisors and managers of Medirest do not have right to ask if you are a GMB member. Managers and supervisors may ask whether you are planning to strike or take industrial action. Whilst they are allowed to do this, you are not obligated to give them an answer and can simply say that "I would rather not say".

If a manager or supervisor attempts to put pressure onto you to not join a union, leave your union or not take industrial action, this is unlawful and called "inducement". In the event that this happens to you, please contact your GMB officer cameron.mitchell@gmb.org.uk

I Have Been Told That I Am Not Allowed To Strike Or Take Industrial Action, What Should I Do?



Posted on: 7 May 2024

If you have been told that you cannot strike or take industrial action and you are a GMB member within this bargaining group, you are being misinformed. Everyone who is a GMB member and in this bargaining group has a legal right to strike, regardless of their length of membership with GMB or their length of service with Medirest. It is illegal for Medirest to act against someone for striking or taking industrial action.



Can Members Of Other Unions Strike Or Take Industrial Action?



Posted on: 7 May 2024

GMB is the only union that has called lawful industrial action for its members, by conducting a formal industrial action ballot via post and providing formal industrial action notice to the employer, as required by law. No other union has followed this lawful process, therefore, other unions and their members do not have a legal right to strike or take industrial action. If other union members are seen to be participating in action which has not been legally called by their union, both the union and the individual member of that union could be at risk of taking unlawful action. Whilst Medirest may not likely know who is a member of another union, there is a chance that individuals not part of the GMB could be putting themselves at risk. Members of other unions who are trying to take action called by the GMB will not receive the support from GMB, such as hardship support and legal guidance and advice during industrial action dates, as this is only eligible for our members. We would therefore advise any individual wanting to take lawful action to join GMB union, although GMB respects an individual right to join or be part of another union should they wish.

Can Non-Members Strike Or Take Industrial Action?



Posted on: 7 May 2024

Non members are not obliged to work during strike days, however, they will not be fully protected unless they are a member of GMB, as it is GMB that have called a lawful strike. Non-members will also be ineligible for other means of support provided to GMB members such as hardship support, advice, workplace representation, legal guidance and support during industrial action days. We would encourage any non-union members to join the GMB if they are wanting to partake in strike action and industrial action and can do this on the day of the action, including on the picket line itself. Members can join online on our website at www.gmb.org.uk/join-gmb and joining forms and information will be available on strike days and during GMB workplace visits.

Can I Get Into Trouble For Striking, Or For Refusing Overtime And Only Coming In During My Working Hours?



Posted on: 7 May 2024



No. Everyone has the legal right to strike and to take part in other planned industrial action, if it is lawful. There will be no negative impact on you if you strike or follow an overtime ban and work to rule.

I Haven't Worked At Medirest For Very Long And I Am On My Probation, Can I Strike And Take Industrial Action?



Posted on: 7 May 2024

Anyone who is a member of GMB union can strike and take industrial action, this is a legal right as a UK employee. It does not matter whether you are on probation, or whether you have worked for Medirest for several years, your rights are the same. Your employer cannot take any action against you if you strike or partake in industrial action as this is unlawful.

