



**G4S Secure Solutions (UK) Ltd**  
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Eamon O'Hearn  
 GMB National Officer  
 Mary Turner House  
 22 Stephenson Way  
 Kings Cross  
 London  
 NW1 2UD

26 October 2022

Dear Eamon,

**Re: G4S DWP Security Contract - G4S Employee Pay Indexation for 2022-23**

The G4S Security contract in place with DWP is about to reach its annual employee pay rate review. This is calculated annually in accordance with the Average Weekly Earnings (AWE) index, as an agreed mechanism of the DWP Contract. The change in rate is applied on the 1st December each year and applies to Security Officer and Supervisor posts. The purpose of this letter is to advise the GMB of the forecasted percentage increase.

On the 24th October an initial pay consultation for this matter was held with Dave Gigg and attended by two G4S DWP LNC Representatives. Mr Gigg has subsequently asked me to write to you formalising the indexation rate.

The Company is offering a pay deal as follows:

1. The pay rates will increase by **5.12%** (calculated by the AWE between the period of March to August 2022 inclusive).
2. The new rates will be applied for the period 1st December 2022 through to 30th November 2023.

The increase would impact our workforce across as shown below.

	Security Officers			Team Leaders			Reception			ASO Asst Mgr		
	Premium	Enhanced	Standard	Premium	Enhanced	Standard	Premium	Enhanced	Standard	Premium	Enhanced	
Current Rate	£ 10.93	£ 9.89	£ 9.80	£ 11.53	£ 10.49	£ 10.43	£ 12.61	n/a	£ 9.80	£ 12.61	£ 11.58	
Revised rate	£ 11.49	£ 10.40	£ 10.30	£ 12.12	£ 11.03	£ 10.96	£ 13.26	n/a	£ 10.30	£ 13.26	£ 12.17	



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I recognise that the pay rate increase is disappointing when considering the increasing cost living crisis across the UK and Inflation impacting all workers. G4S and my DWP Customer have discussed the rate change and the implications of applying this rate. I have subsequently drafted an advisory paper to DWP, inviting them to consider an alternative proposal for a higher rate. I will provide updates on our progress.

Yours faithfully

A handwritten signature in black ink that reads "Richard Osborne".

**Richard Osborne**  
**Account Director**

Distribution:

Dave Gigg (GMB)  
Craig Price (G4S)

A large, light grey watermark of the G4S logo is centered on the page, behind the signature and distribution information.

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