

**GMB**

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Date: 03.05.24

Leon Guarding

By email: office@staticsecurityservices.co.uk

Official GMB Dispute – G4S DWP GUARDING CONTRACT
The Conduct of Employment Agencies and Employment Businesses Regulations 2003

Dear Static Security Services,

I am writing to inform you that as a result of a trade dispute between this union and G4S (DWP Guarding Contract) official industrial action will involve security guards taking place at multiple DWP and Job Centre locations from:

From 00.00 on Tuesday 7th May 2024 to 23.59 on Wednesday 8th May 2024

From 00.00 on Monday 13th May 2024 to 23.59 on Monday 13th May 2024

From 00.00 on Monday 20th May 2024 to 23.59 on Monday 20th May 2024

From 00.00 on Tuesday 28th May 2024 to 23.39 on Wednesday 29th May 2024

I am informed that you supply labour to this employer through your Agency and as such I wish to remind you of the terms of Regulation 7 of the Conduct of Employment Agencies Regulations. Regulation 7 prohibits an employment business from providing temporary workers to replace workers who are taking part in an official strike or other official industrial action.

DWP has also issued similar advice:

- G4S are working to ensure that any additional resource that can be utilised to backfill is available, and a review of sickness, annual leave and known vacancies has been undertaken. It is important to note that G4S cannot use sub-contractor or agency staff to backfill. It is also important that DWP staff do not approach guards to try and determine whether they will attend for their shifts on the strike days.

Advice and guidance

I am aware that a breach of the Regulations may result in criminal and civil liability.

I trust that you will not be seeking to provide such replacement labour for those directly involved in the dispute or as labour to replace other workers transferred to cover the work of those taking industrial action, as in both cases the supply of such labour will be unlawful.

Cont'd

In the circumstances of this official and lawful industrial action, I would ask you to confirm that you will not supply labour to G4S during this dispute. I would be grateful to hear from you by 4pm, 3rd May 2024 failing which I will contact the Employment Agency Standards Inspectorate at the Department of Business and Trade.

I look forward to receiving your confirmation by 4pm today.

Yours sincerely



**Eamon O'Hearn Large
National Officer**