

GMB Members' Survey 2013

ZERO HOURS CONTRACTS IN SECURITAS

Many GMB members throughout Securitas have been raising concerns regarding the use of 'zero hours' contracts, and the length of time you have been employed on them whilst working a regular shift pattern. You may have a casual contract, that says "these hours are not guaranteed", and that's what we mean by zero hours. Although you might be working the same hours week-in week-out, the company do not guarantee those hours so can reduce them at anytime.

GMB is concerned about the use of these types of contracts and the negative impact they can have on members' lives. I have written to the company to raise your concerns and ask how many Security Officers are employed on these contracts within Securitas.

GMB wants to start discussions with Securitas management about zero hours and casual contracts so that we can negotiate better terms and conditions for members. Your union will campaign to get those affected onto 'proper' contracts of employment, which will give you full employment rights and guaranteed hours and pay.

We are therefore asking GMB members in Securitas to tell us about your experience, so we can gather information in advance of our talks with the company.

If you are employed on a zero hours or casual contract, please take a few minutes to complete and return the confidential questionnaire overleaf. Your response will help us to negotiate improvements aimed at ensuring that you, and other GMB members like you, enjoy the benefits of 'proper' contracts of employment.

Yours sincerely

A handwritten signature in black ink that reads 'Jude Brimble'.

Jude Brimble
GMB National Officer for the Security Industry



Your details will remain confidential and will only be used by GMB for internal purposes. No names will be shared with the company when we compile our information.

Please return this form by no later than 10th January 2014 to your local GMB representative, or send it to: Ms Jude Brimble, Freepost RSTL-ULCH-JBET, GMB, 22 Stephenson Way, LONDON NW1 2HD (you do not need a stamp).

ABOUT YOU

Your name

GMB Membership Number

Assignment name

Securitas Branch

YOUR CONTRACT OF EMPLOYMENT

Please circle the option which best describes your views e.g.

Yes No

How long have you been working on a zero hours contract?

How many hours a week do you normally work?

Do you work these hours on a regular basis? Yes No

How much notice do you normally get that you will be required to work?

Does your contract allow you to work for any other employer? Yes No

Are most people on your assignment employed on a zero hours contract? Yes No

Are you happy to be employed on a zero hours contract? Yes No

If **NO** please answer the following:

Have you asked to go onto a permanent contract of employment? Yes No

Did the company respond to your request? Yes No

What reason did they give for you remaining on a zero hours contract?

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YOUR PAY AND CONDITIONS

Do you accrue holiday entitlement? Yes No

Do you accrue sick pay? Yes No

Do you have access to injury on duty payments? Yes No

What is your hourly rate of pay?

Do you receive an annual pay increase? Yes No

If **NO** when was your last pay increase?

Do you have any other comments?

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