

REF: DD/CF

Mr Jamie Hepburn MSP  
Minister for Business, Fair Work and Skills  
The Scottish Government  
St Andrew's House  
Regent Road  
EDINBURGH EH1 3DG



18 June, 2019

Dear Minister

**ISS Facilities Services – Ballot for Industrial Action at Hairmyres Hospital**

Further to my letter of 11 June to the Cabinet Secretary for Health and Sport regarding the industrial action ballot amongst our membership at Hairmyres Hospital, I am writing to you in your capacity as Fair Work Minister to raise GMB Scotland's concerns about anti-union activity and attempts to obstruct a lawful ballot by ISS Facilities Services.

Our representatives in the workplace have been made aware by GMB members of attempts by local ISS management to intimidate workers into not participating in the ballot or to voting contrary to their wishes. This has included instances of ISS managers telling union members that they will be dismissed from their employment if they vote for strike action. ISS representatives have also been removing GMB materials from NHS union noticeboards and raising complaints about legitimate union recruitment activity. That this is happening in an NHS hospital is completely unacceptable to GMB Scotland and we assume the Scottish Government too as it clearly flies in the face of the Scottish Government's stated commitments to Fair Work.

Notwithstanding our previous request for the Cabinet Secretary to intervene in this dispute by brokering a resolution which would see our members properly paid for the work that they have already done and so avoiding any need for industrial action at this hospital. GMB Scotland request that you assist us in preventing this situation from further escalation by both raising the anti-union activity taking place in the hospital formally with NHS Lanarkshire and approaching ISS Facilities Services directly to urge them to cease from their attempts to prevent Union members from participating freely in the industrial action ballot which we are required by law to undertake.

I look forward to hearing from you.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Duffy', written over a white background.

**Drew Duffy**  
**GMB Scotland Senior Organiser**

cc: Cabinet Secretary for Health and Sport