



2 March 2020

Mr David Bond
HR Director
GEOAMEY
13 Melford Road
Righead Industrial Estate
Bellshill
ML4 3LR

Dear David

Thank you for the opportunity to catch up last week. We are always open to dialogue about how we address the issues of concern to your employees in Scotland. As I explained to you in the view of many of your employees there appears to be a number of serious Health and Safety issues on the contract and areas where your business may not be meeting their contractual obligations to the Scottish Prisons Service. You will appreciate that our main concern is matters relating to Health and Safety. You employees who have chosen to be in our union obviously feel that they have limited options to seek remedial action, particularly in cases where it may be that managers are encouraging inappropriate working practices.

The other very significant and highly emotive issue for those workers who have chosen to join our union is the current levels of pay on the Scottish contract. As we discussed it simply isn't fair that workers in Scotland are paid less than their counterparts South of the border. Whether the company accepts it or not and we argue the legal niceties many of the workers in Scotland feel that they are being discriminated against by virtue of the fact they work in Scotland. I do want to reiterate that we categorically do not accept that GMB Scotland ran a campaign around £12 to recruit members. We had hundreds of workers in Scotland join GMB of their own volition and it had nothing to do with £12 per hour and everything to do with the perceived discrimination against workers in Scotland.

When we met we did moderate our position so that we could focus on the issue of the discrimination against the workers in Scotland. Our sole focus was to try and find a way to ensure that in future workers in Scotland would receive pay parity with workers South of the border. As we pointed out to you the contract you have is with the Scottish Prison Service which is a public body. The Scottish Government makes great virtue of the fact that Scotland is a "Fair Work" country and as such it simply cannot be right that workers in Scotland on a public service contract are paid less than those in England and Wales.

GMB SCOTLAND – PROTECTING YOU AT WORK

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Unfortunately, you rejected any suggestion of us working together to address the problem of pay rates on the Scottish Contract including making representations to the Scottish Government. You made it clear that you would not work with GMB on this hugely emotive issue because you had pay arrangements in place. More than this though you rejected any notion of you as a business independently looking at pay rates in Scotland because the contract is in financial trouble. This was deeply disappointing and as we made clear to you we simply cannot accept that workers in Scotland are treated as the poor relations based on problems with your client and contract. GeoAmey went into the contract with their eyes open and it is still right workers in Scotland are penalised for shortcomings around the business signing up for a loss making contract.

We remain open minded as to how the issue of workers in Scotland being the poor relations of GeoAmey can be addressed. We are not seeking any advantage for our union. Our sole consideration is to end the pay injustice for PSOs in Scotland. If you do wish to talk further please don't hesitate to get in touch

Yours sincerely

A handwritten signature in black ink, appearing to read 'Gary Smith', written in a cursive style.

GARY SMITH
GMB SCOTLAND SECRETARY