

GMBSCOTLAND

KL/SW

Monday 1st April 2019

Mr. Calum Campbell
Chief Executive
NHS Lanarkshire Headquarters
Kirklands
Fallside Road
Bothwell
G71 8BB

Dear Mr Campbell

ISS Hairmyres – ‘Project Greenfield’ impact on hospital facilities staff

I write to you with urgency concerning ‘*Project Greenfield*’, the name given to the implementation of the new payroll system within the Hairmyres facilities contractor, ISS.

The new payroll system is being rolled-out in waves across ISS operations in the UK, with staff in Hairmyres expected to be affected during the first wage run in May. It will mean that staff’s earnings currently paid in arrears on a fortnightly basis will be subject to a one week delay for the first payment period in May. In short, two week’s pay covering a three week period. This means a weeks’ worth of wages will be retained by the employer.

Many ISS staff live ‘pay cheque to pay cheque’ and a one week deficit to their earnings could have significant implications on personal circumstances, from household bills to transportation costs. That the response of ISS to this very clear problem is to offer staff ‘bridging loans’ to help make-up the shortfall, money that would have to be paid back to the employer, is a scandal.

Within our biggest public sector employer, NHS Scotland, the actions of ISS are completely contrary to the Scottish Government’s Fair Work Convention.

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GMB SCOTLAND – PROTECTING YOU AT WORK

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By failing to consult with the staff trade unions, they are ignoring the principle of 'Effective Voice'. By failing to pay staff what they will be owed on time and instead offering loans, they are ignoring the principle of 'Security'.

The solution to this problem is a very simple one: ISS must pay their staff what they are owed for their labour, to the penny and on the scheduled pay date. There is no reason whatsoever to prevent this so no other outcome is acceptable to GMB Scotland and our members.

This is no way to treat hard-pressed staff in NHS Lanarkshire or anywhere in NHS Scotland for that matter. The commercial and operational changes of sub-contractors in NHS Scotland cannot be immune from scrutiny and challenge.

As Chief Executive of NHS Lanarkshire, it is incumbent upon you to ensure that hundreds of workers at the coalface of service delivery in Hairmyres are not placed into hardship by ISS, and we expect you to investigate and act accordingly.

I look forward to receiving your full and swift response.

Yours sincerely



Karen Leonard

GMB Scotland Organiser

(cc. Jeane Freeman MSP OBE, Cabinet Secretary for Health & Sport)