



Joint update from Unison and Bidvest Noonan on the Transformation of Security Services at UCL on 29 June 2023

Since the launch of the announcement of the Transformation of Security Services at UCL on 6 June 2023, UNISON have been representing all Bidvest Noonan Security colleagues working at UCL, as part of the established recognition agreement with Bidvest Noonan.

During this Collective Consultation process all areas of the proposal have been reviewed and as a result a number of revisions have been adopted which has been focussed on minimising the impact on colleagues.

On Tuesday 27 June Bidvest Noonan shared an update on the progress that had been made to date, this included the increase in the number of positions available Monday to Friday, that the risk of compulsory redundancy had been significantly reduced and that we are looking to establish mapping opportunities for all colleagues to remain working at UCL.

Bidvest Noonan have received detailed proposals submitted by UNISON, which aim to protect staff from reductions in hours and/or pay grades. Bidvest Noonan have also received proposals from UNISON regarding working patterns, which are aimed at protecting working patterns for employees who may be affected by this. Consultation on all these matters is ongoing.

As a result we have agreed to the UNISON request for an extension to the Collective Consultation process, which was originally due to conclude on 5 July 2023.

This extension has been made possible with the positive dialogue which has taken place between UNISON and Bidvest Noonan and the belief is that with an extended period of time to consult on these matters, will give us positive outcomes.

On this basis the Collective Consultation process will be extended to Friday 14 July.

As a result of this extension, we are proposing that individual consultations will take place during the week of 17 July 2023 and will continue beyond. During these individual consultations you will meet with a member of the Bidvest Noonan leadership team to explore the opportunities you are interested in. You are encouraged to be accompanied to these meetings with either a Trade Union representative or work colleague should you wish.

Bidvest Noonan are committed to working with all colleagues to identify solutions which best match their needs in terms of working patterns and contracted hours.

We would like to confirm that there will be no “fire and re-hire” process.

Where suitable opportunities cannot be identified for colleagues, Bidvest Noonan, as part of the redeployment process will explore opportunities with colleagues to identify opportunities to work elsewhere within Bidvest Noonan.

Bidvest Noonan, across all service lines, typically have circa 170 roles being advertised, therefore we are confident that there are a number of opportunities for all colleagues to consider.



Both Bidvest Noonan and UNISON would like to thank you for your professionalism during this time, we recognise that the period has been unsettling, however we believe with some extra time to debate the UNISON proposals, we should be able to reach a positive outcome, which will be shared with all colleagues.

On behalf of UNISON
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