

20 March 2024

Union win! Solidarity works

PCS campaigning works. Read how catering and cleaning staff campaigned to keep their monthly pay date when they transferred from Mitie to ISS – and won.

After a long campaign, PCS members employed by ISS have won the right to return to having their wages paid monthly.

Due to a transfer of employer from Mitie to ISS on the 1 November, catering and cleaning staff employed at 10 Downing Street and the Cabinet Office had their contractual pay frequency changed from monthly to bi-weekly, without their agreement. The change was not agreed and caused the lowest paid members in civil service workplaces severe financial hardship and unnecessary anxiety and stress.

Members embarked on a campaign for equality which included public and parliamentary campaigning. A collective grievance was lodged, with a view to taking employment tribunal claims. The recent grievance outcome not only agreed that staff covered by the grievance could move back to monthly pay, but it also extended this right to include all ISS staff employed on Government Property Agency run contracts who had a monthly pay date.

There is no doubt the [Megaphone petition](#) signed by over five thousands members of the public, and the support of 49 MPs through the tabling an [Early Day Motion](#), helped win a positive outcome. But it was the bravery of the members involved to take a stand and support each other that won the day.

This is a clear example of the collective power trade union members have. By sticking together and supporting each other you can win.