



## DEFEND INTERSERVE WORKERS' RIGHTS AND PAY AT THE FOREIGN AND COMMONWEALTH OFFICE



# INTERSERVE STAFF ARE TREATED AS SECOND CLASS CITIZENS AT THE FCO

The FCO pay Interserve to maintain their offices, but Interserve treat their staff poorly by:

- Imposing contractual pay changes without agreement or a buy-out
- Refusing to recognise our trade union, despite having done so before
- Playing games and breaking trust during ACAS talks
- Failing to provide proper pay slips
- Unilaterally reducing working hours for cleaners
- Spending hundreds of thousands of pounds on strike breaking workers rather than settle our reasonable demands.
- Share your support on social media to **@foreignoffice** and **@pcs\_union** with the hashtag **#InterserveStrikers**



We are taking a month of strike action in February, the longest period of strike in the history of the Foreign Office. We are proud to work at the FCO, but our employer, Interserve, does not treat us with respect.

The Foreign Secretary is responsible for every worker whether directly or indirectly employed on the FCO premises.

Our jobs may have been privatised, but we serve the Foreign Secretary and all the staff at the FCO – and we deserve fair treatment.

### **Cleaners' hours cut**

Our cleaner colleagues are contracted to work minimal hours but manage to keep the place clean with continual overtime, paid at plain rate. After the week-long strike in June 2019, many had their additional hours cut, some by half, placing them in a financial crisis. Yet the cleaners are expected to cover the same areas in less time.

### **Imposed pay date changes**

We were made to wait six weeks to be paid for one month's wages. Due to the strike action we took, we were paid two weeks basic pay in mid-June, but we had already got into financial difficulty. We want Interserve to compensate us for this unilateral, change of contract, which is the common practice of any reasonable employer.

Some of us have not received pay slips and have had a number of inexplicable

deductions and payments made since the dispute started. This is our legal right, we should not have to demand this information.

### **Trade union recognition**

We want the same right to trade union recognition as our FCO colleagues employed directly by the civil service. During the ACAS process, Interserve increased the staffing unit by 20% to thwart recognition being granted. Interserve cannot be trusted to play fairly in the voluntary process.

Our civil service colleagues have these same rights, so why should facilities and maintenance staff, many of whom are migrant workers, be treated as second class citizens? We speak many languages but we through our union we have one voice.

### **Ways you can support our campaign**

- Support our picket line on Monday – Friday, 3rd – 28th February, 7.30am – 12.30pm, King Charles Street, London SW1A 2AH
- Ask the FCO and the Foreign Secretary why they are letting staff who service their building be treated so poorly  
**[action.pcs.org.uk/co/fco-dispute](http://action.pcs.org.uk/co/fco-dispute)**
- Send a message of support to **[helenf@pcs.org.uk](mailto:helenf@pcs.org.uk)**
- Donate to our strike fund  
**[www.pcs.org.uk/campaigns/strikefund](http://www.pcs.org.uk/campaigns/strikefund)**

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