



G4S Care & Justice Services Staff Association

CONSTITUTION RULES AND PROCEDURES

This Constitution, Rules and Procedures incorporates the Staff Association Recognition Agreement. Approved on 01 March 2011 and supersedes all previous Constitutions, Rules and Procedures



G4S Care & Justice Services Staff Association

Constitution, Rules and Procedures

1. Title and Location

The Association is registered as a trade union in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992, and is registered as the G4S Care & Justice Services Staff Association (“the Association”). The current address of its Head Office is set out in Appendix One.

2. Purpose

2.1 The Association is officially recognised by G4S Care & Justice Services Limited (“G4S”) for the purposes of collective bargaining in designated business areas of G4S. In order to regulate this relationship, it has entered into a Recognition Agreement with G4S. A copy of this Recognition Agreement, which is not part of this Constitution, Rules and Procedures, can be obtained from the General Secretary of the Staff Association.

2.2 Where it is deemed to be in the interests of its members, the Association seeks to be represented on or affiliated to appropriate external organisations.

2.3 The Association will seek to identify schemes or benefits which are considered to be to the advantage of its members, and where appropriate will seek to promote them.

3. Membership

3.1 All employees of G4S, except those in positions designated as directors, are eligible to join the Association.

3.2 Except as specified in Rule 3.3 below, applications for membership should be made using the prescribed form, which can be obtained from the Head Office of the Association, or from an official Representative of the Association. The completed form should be returned to the Head Office of the Association. A Membership Card will be issued confirming admission into membership.

3.3 In those designated business areas where the Association has collective bargaining rights, employees of G4S who attend an Initial Training Course can be addressed by an official Representative of the Association on its activities and the benefits of membership, and following such address, can apply for membership by collective application. Following any such collective application, individual Membership Cards will be issued.

3.4 Ninety two days after the date when a member ceases to be an employee of G4S for whatever reason, membership of the Association will terminate automatically. During this period the member will not be entitled to take part in any ballots organised by the Association.



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- 3.5** At any time during employment with G4S, a member may terminate his or her membership of the Association by giving not less than one month's notice in writing of such intention on the prescribed form, which can be obtained from the Head Office of the Association, or from an official Representative of the Association. Upon such termination, the member will not be entitled to take part in any ballots organised by the Association. A member may not terminate his or her membership following confirmation of a resolution under Rule 10.
- 3.6** Where, in the opinion of the Association, the conduct or behaviour of a member is injurious to the interests of the Association, or likely to bring the good name of the Association into disrepute, his or her membership may be terminated by not less than fourteen days' notice given in writing on behalf of the Association. Before such action is taken, the member will be advised in writing of the proposed termination and the reason for it, and will be given the opportunity, at a formal meeting convened in accordance with the Association's rules, to show why the termination should not be effected.
- 3.7** A Register of Membership will be maintained, containing the names and addresses of members and such other details as may be necessary in order that the Association can provide a satisfactory service to its members. The Register will be available to individual members who wish to inspect the information held on them as individuals. Such inspection shall be at an agreed time following at least ten days' notice of the request. If a written copy of the information is requested, at its discretion the Association may make an administrative charge before the information is dispatched.

4. Organisation

For ease of administration and in order to provide a service to the members, the Association is organised into Groups. The Groups will reflect the business areas of G4S including those for which the Association has no collective bargaining rights. A list of the current Groups is set out in Appendix Two.

5. Committees and Committee Members

The business of the Association shall be conducted through the committees as set out below.

5.1 Executive Committee

The Executive Committee looks after the wider affairs of the Association. It is responsible for:

- the overall administration of the Association
- arranging the timetable of elections and ballots



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5.1 Executive Committee (continued)

- arranging annual general meetings and extraordinary general meetings
- the appointment of the Association's auditors
- relations with external organisations
- termination of membership in accordance with Rule 3.6

5.1.1 Membership

The membership of the Executive Committee shall consist of:

- (i) The Chairman, elected by a postal ballot of the whole of the membership of the Association for a period of two years, whose principal duties are:
 - to chair meetings of the Executive Committee;
 - to chair the Annual General Meeting and Extraordinary General Meetings;
 - to carry out such other roles and duties as the Executive Committee may determine from time to time.
- (ii) The Vice Chairman, elected by a postal ballot of the whole of the membership of the Association for a period of two years, whose principal duties are:
 - to deputise for the Chairman when appropriate;
 - to carry out such other roles and duties as the Executive Committee may determine from time to time.
- (iii) The General Secretary, elected by a postal ballot of the whole of the membership of the Association for a period of five years, whose principal duties are:
 - to correspond with employees of G4S and members on matters relating to membership;
 - to maintain the Register of members;
 - to arrange, administer and publish the results of ballots in accordance with the timetables determined by the appropriate committees;
 - to take part in negotiations on behalf of members on an individual or collective basis;
 - to arrange appropriate training of members of the Association in accordance with the requirements set down by the Executive Committee;
 - to act as secretary to the Executive Committee;
 - to make appropriate statutory returns on behalf of the Association;
 - to carry out such other roles and duties as the Executive Committee may determine from time to time.



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5.1.1 Membership (continued)

- (iv) The Treasurer, appointed by the Chairman, the Vice Chairman and the General Secretary for a period of five years, whose principal duties are:
- to administer the finances of the Association according to the standards determined by the Executive Committee and as required by statute
 - to prepare an annual statement of income and expenditure, a balance sheet and an annual report on behalf of the Association in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992;
 - to carry out such other roles and duties as the Executive Committee may determine from time to time.
- (v) Group Executive Members, elected by a postal ballot of the whole of the membership of the Group which they represent for a period of two years, whose principal duties are:
- to report on the activities of the Group which they represent at meetings of the Executive Committee;
 - to carry out such other roles and duties as the Executive Committee may determine from time to time.

The Executive Committee may, by resolution, co-opt Members to fill vacancies or to undertake special tasks.

5.1.2 Election of Members

- (i) In the case of the Chairman, Vice Chairman and General Secretary, election shall be by a ballot of the whole of the membership of the Association. A Group Executive Member shall be elected by a ballot of the whole of membership of the Group that the candidate is seeking to represent.
- (ii) In order to stand for election, a candidate must have twelve months' membership in the Association and must be nominated by two members (who shall be members of the Group that the candidate is seeking to represent in the case of a Group Executive Member). Nomination forms can be obtained from the Head Office of the Association, and a completed nomination form must be submitted to the General Secretary to arrive at least twenty eight days (the closing date for nominations) before the date set for the return of the ballot papers relating to the position for which the candidate is seeking to be elected. A candidate can prepare an election address, in a form specified by the Executive Committee, which must be submitted with



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5.1.2 Election of Members (continued)

his or her nomination form. Any such election address will be sent to members with the ballot paper. It is the responsibility of the candidate to ensure that the nomination form and any election address has been received by the closing date for nominations. Ballot papers and any election addresses will be issued to the members fourteen days before the date set for their return (the closing date of the ballot). Counting of ballot papers will be conducted by an independent scrutineer in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992.

- (iii) Elections will normally be held in October/November. The timetable for elections can be obtained from the General Secretary.

5.1.3 Retirement of Members

- (i) The normal term of office for the General Secretary shall be five years, and for all other Members shall be two years. Retiring Members may offer themselves for re-election by carrying out the required nomination procedure.
- (ii) In circumstances when a Group is represented on the Executive Committee by more than one Group Executive Member, approximately one half of the Group's Members will retire by rotation each year.
- (iii) Any Member will be deemed to have retired forthwith from the Executive Committee if he or she:
- ceases to be a member of the Association;
 - tenders his or her resignation from the Committee;
 - ceases to be an employee of G4S, except that, in the case where a member transfers to another company within the G4S Group, by resolution of the Executive Committee the retirement may be deferred until the next election.
- (iv) Any Member of the Executive Committee may be removed from office by a resolution carried at an Extraordinary General Meeting, which has been called in accordance with Rule 6.2.
- (v) The Executive Committee shall have the power to fill a vacancy or vacancies caused by the retirement of one or more of its Members, provided that the successor Member shall serve only for the unexpired portion of the term of the retiring Member, and, in the case of a retirement by a Group Executive Member, the successor Member



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5.1.3 Retirement of Members (continued)

Shall be selected from the Group from which the retiring Member was elected.

5.1.4 Frequency and Conduct of Meetings

(i) The Executive Committee shall meet at least twice a year on dates to be fixed so that the interval between meetings shall not exceed seven months.

(ii) In addition, either:

At the request of the Chairman,

or

Upon receipt of a written request from five Members of the Executive Committee setting out a specific motion or motions

The General Secretary shall arrange a special meeting of the Executive Committee to be held at no less than fourteen days nor more than twenty eight days after the request being received. In the event that the General Secretary fails to comply with such a request, the Chairman or the Members requesting the special meeting shall have the power to summon such meeting.

(iii) At meetings of the Executive Committee the quorum necessary for the transaction of business shall be the smallest number exceeding half of the total membership of the Committee. If a quorum is not present, that meeting shall be adjourned to a date not less than fourteen nor more than twenty eight days later, when the Members present shall constitute a quorum.

(iv) The agenda for Executive Committee meetings shall be prepared by the General Secretary. Items proposed for inclusion on the agenda shall be submitted by a Member of the Executive Committee to the General Secretary at least fourteen days before the date of the meeting. Following confirmation of the draft agenda by the Chairman, the final agenda will be circulated to members of the Executive Committee as soon as possible before the date of the meeting.

(v) At any meeting, questions arising will be determined by majority vote. Each Member of the Committee shall have one vote, and in the event that he or she is unable to attend the meeting, a written proxy may be lodged with the Chairman or the General Secretary. Such proxy may be either of a general nature or relate to one or more specific agenda

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5.1.4 Frequency and Conduct of Meetings (continued)

items. In the case of equality of votes, the Chairman of the meeting shall have the casting vote.

5.1.5 Other Matters

- (i) The Executive Committee may delegate any of its powers to sub-committees consisting of such members as it thinks fit, and any sub-committee so formed shall, in the exercise of power so delegated, conform to any conditions that may be imposed on it by the Executive Committee.
- (ii) The Executive Committee shall have the power to co-opt a Member or Members and to appoint one or more members of the Association to act as or with Members of the Executive Committee in representing the Association at meetings or conferences held by or with other organisations.
- (iii) The Executive Committee shall have the power to remove from office by resolution at any time a co-opted Member.
- (iv) The Executive Committee is not empowered to enter into a transfer of engagements or other agreement for affiliation to or amalgamation with any other organisation or organisations nor to finalise the details of such a transfer or agreement without prior consultation with the members of the Association. Such consultation shall be carried out by circulating a draft of the proposed agreement, or a summary of its terms, to the members of the Association. Following this, meetings will be held with the members, based on the constituencies determined by each Group Committee for electoral and organisational purposes, in order to discuss the proposed agreement. No vote shall be taken at these meetings, but the Executive Committee shall not enter into the agreement unless, either a majority of those voting in a ballot of all the members of the Association, held after the meetings, vote in favour, or the agreement provides that it will not come into effect unless there is such a majority in a ballot of all of the members held after the agreement has been executed.
- (v) The Executive Committee shall decide any questions as to the interpretation of these rules, and may deal with any matters within the Association's purpose not specifically provided for in the rules.



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5.2 Group Committees

A Group Committee looks after the day to day affairs of the Group that it was elected to represent. It is responsible for:

- the overall administration of Association affairs within the Group
- the establishment of suitable constituencies for electoral and organisational purposes which take account of the business and geographical complexity within the Group's sphere of influence and the total numbers to be represented
- the establishment of consultation and negotiation arrangements to meet the terms of the Recognition Agreement set out in Appendix Three, and the appointment of Negotiating Committees as required
- the determination, in co-operation with the General Secretary, of the timing of ballots relating to the election of Group representatives
- The organisation of annual meetings of members, based on the constituencies to which the members belong, to discuss matters affecting the interests of the members

5.2.1 Membership

- (i) Except for the Head Office Group Committee, which shall comprise one Member, a Group Committee shall consist of not less than two and not more than eight Members.
- (ii) The current maximum number of Members of each Group Committee is set out in Appendix Two.
- (iii) Following consultation with and approval by the Executive Committee, the number of Members of a Group Committee may be varied to reflect changes in the numbers within the Group's sphere of influence, provided such variation does not conflict with Rule 5.2.1 (i).

5.2.2 Election of Members

- (i) A Group Executive Member shall be elected by a ballot of the whole of membership of the Group that the candidate is seeking to represent. A Group Committee Member shall be elected by a ballot of the membership of the constituency within the Group that the candidate is seeking to represent.
- (ii) In order to stand for election, a candidate must have twelve months' membership in the Association and must be nominated by two members who shall be members of the Group, or the constituency within the Group, that the candidate is seeking to represent. Nomination forms can be obtained from the Head Office of the Association, and a completed nomination form must be submitted to the General Secretary to arrive at least twenty eight days (the closing date for nominations) before the date set for the return of the ballot

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5.2.2 Election of Members (continued)

papers relating to the position for which the candidate is seeking to be elected. A candidate can prepare an election address, in a form specified by the Executive Committee, which must be submitted with his or her nomination form. Any such election address will be sent to members with the ballot paper. It is the responsibility of the candidate to ensure that the nomination form and any election address has been received by the closing date for nominations. Ballot papers and any election addresses will be issued to the members fourteen days before the date set for their return (the closing date of the ballot).

Counting of ballot papers will be conducted by an independent scrutineer in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992.

- (iii) Elections will normally be held in October/November. The timetable for elections can be obtained from the General Secretary.

5.2.3 Retirement of Members

- (i) The normal term of office shall be two years. Retiring Members may offer themselves for re-election by carrying out the required nomination procedure.
- (ii) Any Member will be deemed to have retired forthwith from a Group Committee if he or she:
 - ceases to be a member of the Association;
 - tenders his or her resignation from the Committee;
 - ceases to be an employee of G4S.
- (iii) Any Member of a Group Committee may be removed from office by a resolution carried at an Extraordinary General Meeting, which has been called in accordance with Rule 6.2.
- (iv) A Group Committee shall have the power to fill a vacancy or vacancies caused by the retirement of one or more of its Members, provided that the successor Member shall serve only for the unexpired portion of the term of the retiring Member.

5.2.4 Frequency and Conduct of Meetings

- (i) A Group Committee shall meet at least twice a year on dates to be fixed so that the interval between meetings shall not exceed seven months.



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- (ii) At the commencement of each meeting a Group Committee shall appoint one of its Members to act as Chairman, and one other Member to act as Secretary.
- (iii) At meetings of a Group Committee the quorum necessary for the transaction of business shall be the smallest number exceeding half of the total membership of the Committee. If a quorum is not present, that meeting shall be adjourned to a date not less than fourteen nor more than twenty eight days later, when the Members present shall constitute a quorum.
- (iv) At any meeting, questions arising will be determined by majority vote. Each Member of the Committee shall have one vote, and in the event that he or she is unable to attend the meeting, a written proxy may be lodged with a colleague Member of the Committee. Such proxy may be either of a general nature or relate to one or more specific agenda items. It may be exercised only if the Member holding the proxy attends the meeting and is present at the time that the vote is taken. In the case of equality of votes, the Chairman of the meeting shall have the casting vote.

5.1.5 Other Matters

- (i) A Group Committee shall have the power to co-opt a Member or Members.
- (ii) As required, a Group Committee shall appoint Negotiating Committees, whose composition, where possible, will reflect the membership of the Association within the Group. The General Secretary shall be an ex-officio Member of any Negotiating Committee. A Negotiating Committee will remain in office only for the duration of the negotiations for which it has been specifically appointed.
- (iii) A Group Committee may appoint sub-committees to study relevant matters and to make recommendations, if approved by the Group Committee, for consideration by the Executive Committee, or may delegate any of its powers to such sub-committees. A sub-committee shall consist of such members as the Group Committee thinks fit, and any sub-committee so formed shall, in the exercise of power so delegated, conform to any conditions that may be imposed on it by the Group Committee.
- (iv) A Group Committee shall have the power to remove from office by resolution at any time a co-opted Member.



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6. General Meetings

6.1 Annual General Meetings

- (i) The Annual General Meeting (AGM) of the Association, which will take place in February each year, will be held at the Association's Head Office or such other location as the Executive Committee shall decide.
- (ii) The principal purpose of the AGM is to consider the annual report and the accounts of the Association and to discuss matters of mutual interest.
- (iii) Members will be given at least twenty one days' notice of the time and date and the location of the AGM. The AGM will be chaired by the Chairman of the Association, or in his or her absence, the Vice Chairman. In the event that the Vice Chairman is unavailable, the Executive Committee shall select an alternative Chairman.
- (iv) Any member of the Association, wishing to bring a resolution before the AGM for consideration by the membership, shall give notice of the resolution to the General Secretary at least twenty eight days' before the date of the AGM. Each resolution must be supported and signed by at least five members of the Association in addition to the member proposing the resolution. The General Secretary will send a copy of any such resolutions to all of the members prior to the date of the AGM.
- (v) Exceptionally, a resolution may be moved at the AGM without prior notice having been given. Any such resolution must be accepted by the Chairman of the meeting. The Chairman shall have absolute discretion whether or not to accept a resolution, and any decision made by the Chairman shall be final and binding.
- (vi) Resolutions which have been approved by the AGM shall be implemented by the Executive Committee as soon as possible. The Executive Committee shall not be bound to implement any resolution of which notice was not given to the members before the AGM unless it has been subsequently confirmed in a ballot of all of the members of the Association, of which a majority have voted in favour.

6.2 Extraordinary General Meetings

- (i) An Extraordinary General Meeting (EGM) shall be convened by the General Secretary at the request of the Executive Committee or a General Committee or upon requisition signed by not less than twenty members. In either case the resolution or resolutions to be put forward at the EGM shall be specified when the request is made.



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- (ii) Members will be given at least twenty one days' notice of the time and date and the location of the EGM. The EGM will be chaired by the Chairman of the Association, or in his or her absence, the Vice

Chairman. In the event that the Vice Chairman is unavailable, the Executive Committee shall select an alternative Chairman.

- (iii) In the event of the failure of the General Secretary to summon an EGM, the Chairman of the Executive Committee, or the Group Committee, or the members who have initiated the request, shall have the power to summon the meeting.

6.3 Conduct and Voting at General Meetings

6.3.1 Quorum

- (i) The quorum necessary for the transaction of business at any General Meeting shall be twenty members of the Association.
- (ii) If a quorum is not present at a General Meeting, the meeting shall be adjourned to a date which is not less than fourteen nor more than twenty eight later when the members present shall form a quorum.

6.3.2 Voting

- (i) At any General Meeting a resolution put to the vote of the meeting shall be decided by a show of hands, unless at least ten members present request a ballot of those present at the meeting.
- (ii) A member of the Association who is not present at a General Meeting may grant a proxy vote on any resolution. Such proxy vote must be given or sent to the General Secretary at least seven days before the date of the General Meeting. The number of proxy votes shall be declared to the meeting by the Chairman after the vote on the resolution has been voted on by the members present.
- (iii) The result of the vote shall be declared by the Chairman and shall be binding unless a ballot of all of the members of the Association is thereupon demanded by at least three Members of the Executive Committee, or by at least twenty members present.

7. Finance

- (i) The funds of the Association shall consist of all of the funds, property, assets and effects of whatsoever nature which are in the ownership of the Association.
- (ii) The funds of the Association shall be invested in such investments as shall from time to time be authorised by the Executive Committee.



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7. Finance (continued)

- (iii) The Association will establish and maintain a satisfactory system of control of its accounting records.
- (iv) All administration expenses of the Association, and necessary and reasonable travelling, hotel and other expenses of Members of Committees or Sub-Committees set up under the authority of these Rules will be met in accordance with the Association's control of expenses policy.
- (v) The Treasurer shall prepare for audit an annual statement of income and expenditure, a balance sheet and an annual report. These will be available for inspection, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992.
- (vi) Each year two auditors shall be appointed by the Executive Committee to audit the financial records and accounts of the Association for that year, at least one of whom shall be qualified in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992,

8. Subscriptions

- (i) The Association has entered into arrangements with G4S whereby the individual subscriptions of members are borne by G4S. Changes, if any, in the level of subscriptions is agreed in advance with G4S.
- (ii) For the duration of these arrangements with G4S, the amount of the monthly subscription of a member shall be such amount as the Executive Committee may from time to time calculate, based on the division of costs of the Association.
- (iii) Monthly subscriptions shall become due on the last day of the month. In the case of a new member, a full month's subscription will be due at the end of the month in which the individual joined the Association. In the case of a member leaving the Association, a full month's subscription will be due at the end of the month in which the individual leaves the Association.

9. Amendments

No alteration shall be made to any part or section of this Constitution unless such alteration is approved by a resolution passed by two thirds of the members voting at an Annual General Meeting or an Extraordinary General Meeting, or where there is a statutory requirement for such alteration to be made.



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10. Dissolution of the Association

The Association may be dissolved at any time by a resolution of the Executive Committee, but the dissolution shall not take effect until confirmed by at least two thirds of those members voting in favour in a ballot of all of the members.

In the event of the Association being dissolved, the Executive Committee shall remain in office until all of the affairs of the Association shall have been wound up.



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Appendix One

The current address of the Head Office of the Association is:

Unit 42
Millennium House
Humber Trading Estate
Humber Road
London
NW2 6DW

Telephone No. 020 8452 1261
Facsimile No. 020 8450 9338
Email: staff.association@uk.g4s.com



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Appendix Two

For administrative and/or collective bargaining purposes, the Association is organised into the Groups set out below. All employees in these Groups, except those designated as directors, are eligible to join the Association. The collective bargaining arrangements apply to those employees, in Groups other than Group 00.00, who are below management grades or their functional equivalents.

Group 00.00 No Collective Bargaining

Non Bargaining Group Name: In Country Escorting
All Operational Staff
Non Bargaining Group Number: 00.41
All Non-Operational Staff in contract

Group 01.00 Head Office and Staff Association Head Office

Number of Executive Committee Members: One
Number of Group Committee Members: One

Collective Bargaining Group Name: Head Office & S A Head Office
Designated Administrative Staff & Staff Association Secretary
Collective Bargaining Group Number: 01.10
Non Bargaining Group Number: 01.11
Designated Management and Administrative Staff

Group 02.00 Detention and Escorting Services

Number of Executive Committee Members: Two
Number of Group Committee Members: Three

Collective Bargaining Group Name: Overseas Escorting
Senior Detainee Custody Officer
Detainee Custody Officer
Overseas Escorting Driver
Overseas Co-ordinators
Designated Administrative Staff
Collective Bargaining Group Number: 02.10
Non Bargaining Group Number: 02.11
All other staff in Overseas Escorting

Collective Bargaining Group Name: Central Control Centre
Central Control Centre Officers
Central Control Centre Supervisors
Designated Administrative Staff
Collective Bargaining Group Number: 02.20
Non Bargaining Group Number: 02.21
All other staff in Central Control Centre



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Collective Bargaining Group Name: D & E Head Office
Designated staff
Collective Bargaining Group Number: 02.30
Non Bargaining Group Number: 02.31
All other staff in D&E Head Office

Collective Bargaining Group Name: Transport Plus
Asylum Transport Assistant
Asylum Transport Supervisor
Collective Bargaining Group Number 07.00
Non Bargaining Group Number 07.10
All other staff in Transport Plus

Group 03.00 Prison Services

Number of Executive Committee Members: Two
Number of Group Committee Members: Eight

Collective Bargaining Group Name: HMP and YOI Parc
All Operational Staff
Prisoner Custody Officer Grade 6
Prisoner Custody Officer Grade 5
Prisoner Custody Officer Grade 4
All Administrative Grades
All Industrial and Non Industrial staff
In House Teaching, Medical and IT staff
Collective Bargaining Group Number: 03.10
Non Bargaining Group Number: 03.11
All other staff in HMP and YOI Parc

Group 04.00 Electronic Monitoring Services

Number of Executive Committee Members: Two
Number of Group Committee Members: Eight

Collective Bargaining Group Name: Electronic Monitoring North
Field Monitoring Officer Branch Admin & Ops Admin (Shifts)
Scheduler Branch Administrator (Days)
Court Coordinator Equip Recovery Offrs/Fd Support Offr/FMO Days
Court Enforcement Officer Chaperones – Old
Monitoring Support Offr Customer Liaison Officer
Control Centre Officer Notification Processing Clerk
Evening Operations Support Officer (37 hrs)
Daytime Operations Support Officer (40 hrs)
Field Control Officer Branch Resource Officer
Central Stores Resource Officer
Collective Bargaining Group Number: 04.10
Non Bargaining Group Number: 04.11
All other staff in Electronic Monitoring North



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Group 05.00 Youth Services

Number of Executive Committee Members: One
Number of Group Committee Members: Three

Collective Bargaining Group Name: Oakhill Secure Training Centre

Secure Care Officer Night Care Officer
Secure Care Supervisor Night Care Supervisor
Operational Support Officer Team Leader

Collective Bargaining Group Number: 05.10

Non Bargaining Group Number: 05.11

Administrative and Non Operational Staff
All other staff of Oakhill STC

Group 06.00 Police Support Services

Number of Executive Committee Members: One
Number of Group Committee Members: Two

Collective Bargaining Group Name: South Wales Police Authority

Civilian Detention Officer
Senior Civilian Detention Officer

Collective Bargaining Group Number: 06.10

Non Bargaining Group Number: 06.11

Administrative Support Staff
All other staff of South Wales Police Authority