

Private & Confidential

The Secretary,
Security Industry Joint Labour Committee,
Lansdowne House,
Lansdowne Road,
Dublin 4

Also issued by email to: info@labourcourt.ie

17 August 2020

Dear Secretary,

I write on behalf of Bidvest Noonan (ROI) Ltd in relation to the draft proposals for the Security Industry JLC as advertised on the Labour Court website.

Bidvest Noonan, as the largest employer's in the sector has always supported and worked collaboratively with the JLC to bring about improvements in the industry and continues to seek to do so. We are a member of the ISIA and have a track record of working collaboratively on this draft and indeed on prior JLC committees.

After much consideration we feel we must object to the current draft proposal. At the time of consultation, we expressed reservations about the proposal, citing concerns about the impact Brexit would have on our economy. Since those discussions we have seen the impact of the COVID-19 pandemic which has changed the way the world operates. On top of this, the impact of Brexit on the economy has yet to be felt. It is beyond dispute that the Irish economy is far weaker now than when the JLC first met.

The impact of COVID-19 is being felt by all sectors of the economy, and all economic projections point to our economy heading into a significant and prolonged recession. The stark reality is that many of our clients will not survive and others will have to make significant cost savings to do so.

As you will be aware, the Government has again prolonged the implementation of Phase 4 of the reopening of our economy as concerns over the virus remain prevalent. Furthermore, the government wage supports, are to be reduced for understandable reason having regard to their very significant cost. There is no guarantee that we are through the worst of the pandemic at this stage.

This uncertainty is having a considerable detrimental impact on our business as clients seek to reduce their cost base in order to remain viable. Considering this backdrop, we must seriously question whether imposing two pay increases within an 8-month period (and a total of 3 increases in 20 months) is appropriate or responsible. We are actively engaging with our clients and must point out that pay reductions rather than pay rises are very much a reality and necessity at this time.

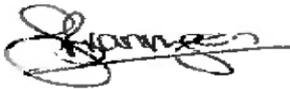


Our client's businesses are already struggling, and the draft proposal will result in a cumulative increase in rates of remuneration of 10.7% over the period of the ERO. This will ultimately have a detrimental impact on the industry, job security and employment, as businesses are left in the position of having no option but to reduce/remove or replace with technology the security provisions in place.

Our initial concerns regarding Brexit prevail and, we believe, will likely further adversely impact an already seriously negatively impacted economy.

To clarify, we fully support the principle of introducing a new ERO, however we must object to the current draft proposal; we believe that a pre-requisite to the introduction of an equitable and fit for purpose ERO is further consultation between the key stakeholders. It will be necessary for the devastating impact COVID-19 has had on the trading environment to be acknowledged and ideally for agreement to be reached on the variations to the current draft ERO that will realistically be required having regard to the prevailing economic circumstances.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Janice Brannigan".

Janice Brannigan
Managing Director

