

## TUPE: Supermarket Security

Colleagues,

Asda have begun consultation on a proposal to TUPE (Transfer of Undertakings (Protection of Employment)) to a third-party security agency called Cardinal. As part of the proposal, all supermarkets including A2 superstores will lose Asda operated security, and in Medium and High-risk supermarkets Cardinal Security will fulfil the security function in that store.



Low risk supermarkets will lose all security colleagues and section leaders as part of this proposal. GMB have concerns that this will result in potential risk to colleagues and customers and are working with Asda to come to a solution that keeps everyone safe.

If this proposal goes ahead then 132 security colleagues and 127 security section leaders will TUPE over, retaining various terms, conditions and benefits that they are currently entitled to as an Asda colleague.

GMB advise that your terms and conditions of employment may change when you transfer to Cardinal Security, and we are currently working with Asda to understand what those terms will be and potentially improve upon them. GMB will work to protect member's rights during this consultation and any potential transfer.

As an employee of Cardinal, you would be subject to Cardinal policies and procedures, and as part of that employment you may be asked to work in other Cardinal operated sites.

We would also advise that any member who chooses to transfer to Cardinal will need to be on direct debit to retain their membership with GMB.

If you are impacted by the security changes, require representation or advice, or would like to know more about the proposed transfer to Cardinal, please speak to your local shop steward or visit the GMB Members' Support Centre at [www.gmb-asda.com/support](http://www.gmb-asda.com/support).

Regards,

*Martin Hall*

Martin Hall  
GMB Deputy National Security Representative

**For Assistance visit The GMB Members Support Centre**  
**[www.gmb-asda.com/support](http://www.gmb-asda.com/support)**