

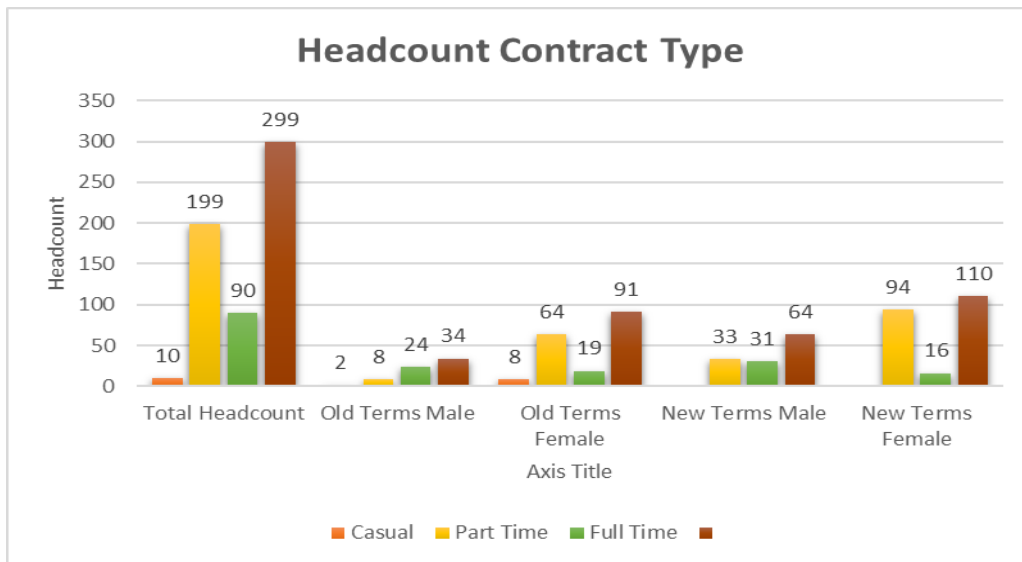
APPENDIX B

GS Plus Ltd and GSS Ltd – Staffing Analysis

GSP- Currently 299 staff are employed directly by GSP on full time, part-time and casual positions. Many staff hold more than one part-time GSP position either within a service (e.g. cleaning) or across services (e.g. cleaning/passenger). Some hold multiple GSP employment positions, for example cleaning across numerous RBG, GLL or school funded client sites. There are 368 employment positions currently filled by the 299 directly employed GSP staff.

Of the above staff 42% TUPE transferred to the company on RBG terms and conditions and 58% that have since been appointed on new terms and conditions.

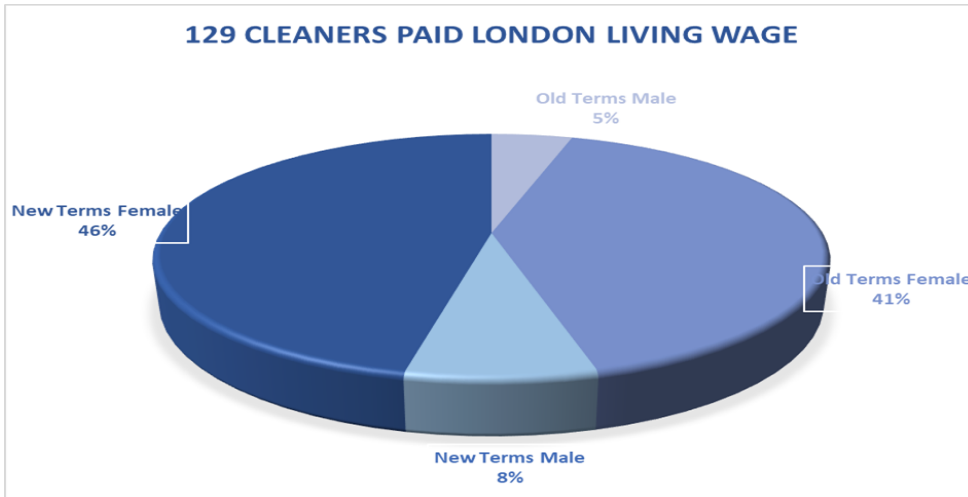
Contract Type	Total Headcount	Old Terms Male	Old Terms Female	New Terms Male	New Terms Female
Casual	10	2	8		
Part Time	199	8	64	33	94
Full Time	90	24	19	31	16
	299	34	91	64	110



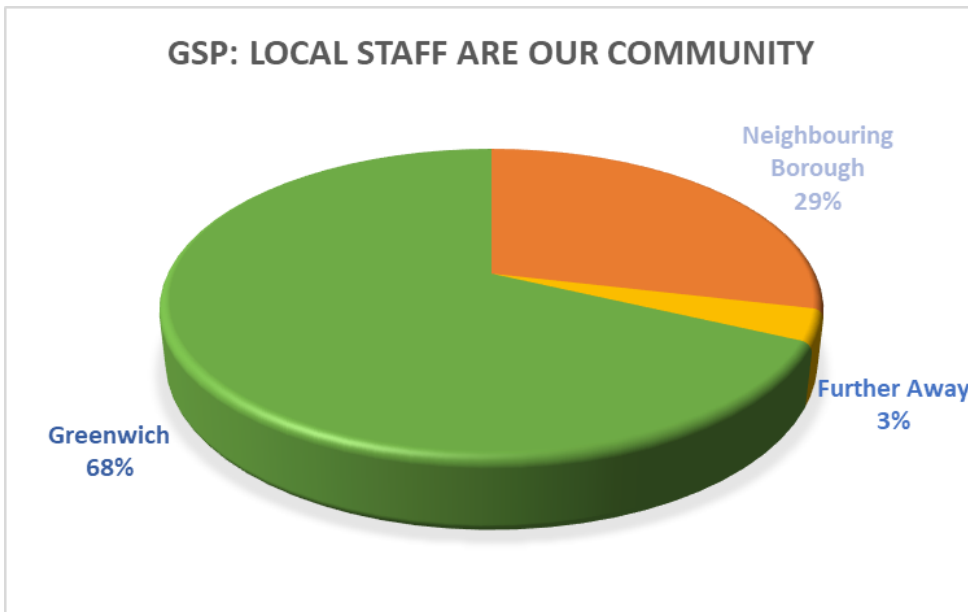
Front line cleaners make up a significant proportion of the total staffing of GSP and the company is committed to paying the London Living Wage to support its market position as a provider of quality services. These staff may be among those most directly affected by the future direction of the companies:

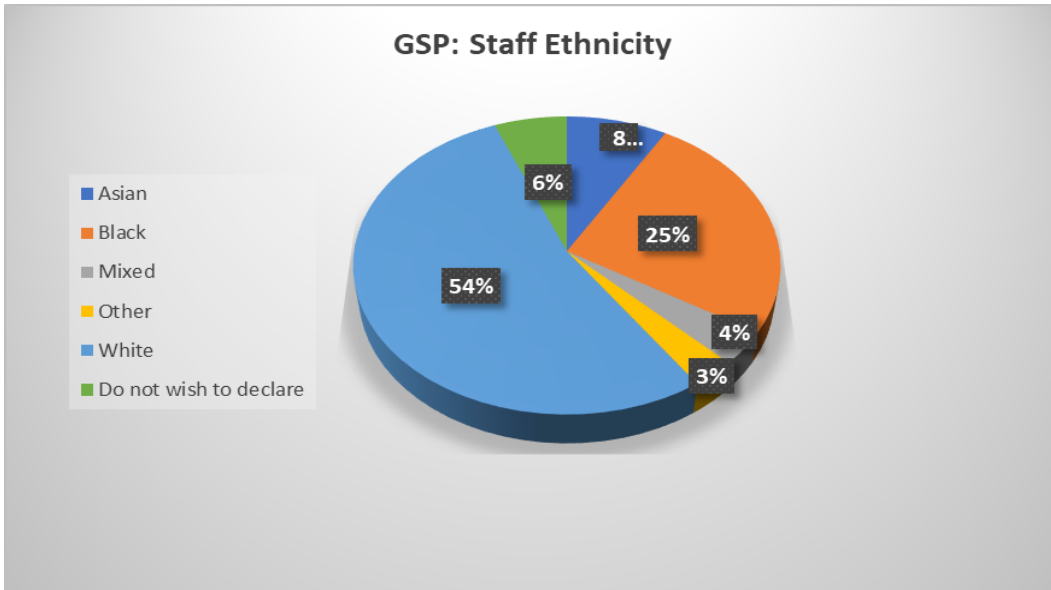
	Total Employees	Percentage
Employees Paid Above the LLW	170	57%
Cleaners Paid the LLW	129	43%
	299	100%

Analysis of Cleaners on the LLW



GSP describes itself as “A distinct company, for a diverse community” and this is reflected in the make up its workforce which is drawn predominantly from the communities it serves.

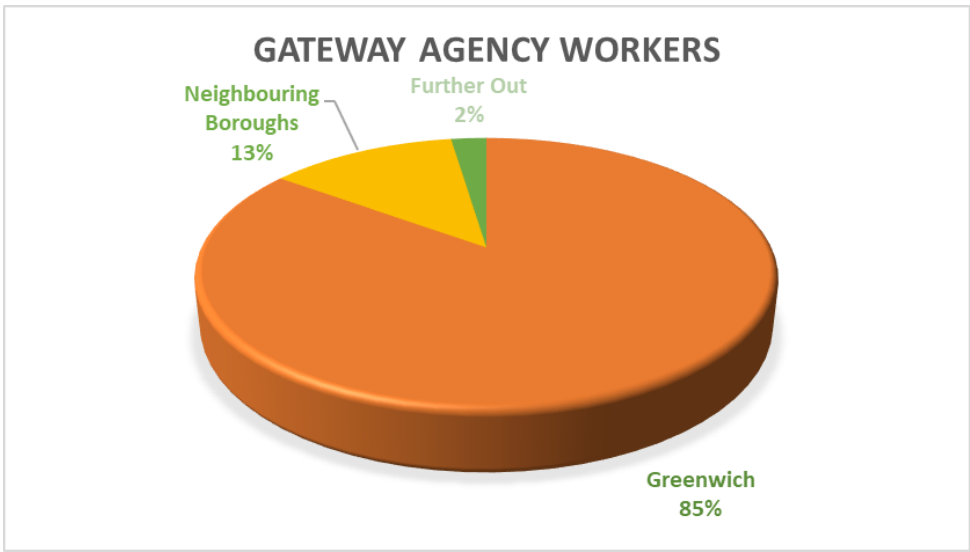




GSS- There are 21 permanent staff employed directly by GSS. Of these 4 cover finance/admin and support functions in Gateway and payroll while 17 provide cleaning services to 3 school sites.

Around 127 Gateway agency staff are on regular temporary placements across GSP and GSS covering vacancies, sickness and temporary workloads and also on catering positions supporting Chartwells. These numbers can vary throughout the year subject to demand.

Gateway provides an important additional pathway for local residents to good quality employment, with staff either welcoming the flexibility available, or often going on to pick up more permanent placements through GSP or with other employers. Gateway recruits most of its workforce from the locality which is reflected in the tables below.



GSS Gateway Ethnicity

