



MANDATE
TRADE UNION

Ms. Carmel Gordon
HR Manager Ireland
Poundland Limited
Unit 3
Westend Retail Park
Blanchardstown
Dublin 15

16th October 2023
MM/MN

By Email Only:

Re: Poundland, Dealz & Pepco - Colleague Safety & Welfare Standard.

Dear Ms. Gordon,

Mandate Trade Union has received several contacts from concerned members in Dealz regarding the above Policy, which was launched by the Company last week. The Company are labelling the Policy - Colleague Safety & Welfare Standard, but it is obvious from reading the Policy that the Company are blatantly disregarding the safety and welfare of their most vulnerable employees, Sales Assistants, by asking them to approach suspected shoplifters/criminals and confront them regarding what they have done and by doing so putting themselves in a potentially hazardous situation.

Furthermore, if such vulnerable employees fail to follow this approach, their failure to do so will be deemed by the Company as Gross Misconduct, which is totally unacceptable and a blatant breach of the Health, Safety & Welfare at Work Legislation.

Sales Assistants are not trained security and are not licenced, which is now a legal requirement, to perform security duties. To force these duties on Sales Assistance is totally unacceptable and as a result Mandate Trade Union are advising our members not to sign the above Company P4policy and if any Sales Assistant notices any customer acting suspiciously and/or shoplifting they should not approach/confront such individuals but should report them to a member of Management/Security for them to deal with the situation.

Furthermore, Mandate Trade Union will not accept any of its Sales Assistant Members being subjected to disciplinary action, resulting from them not abiding by the above Company Policy.

Yours sincerely,

Michael Meegan
Divisional Organiser

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Interim General Secretary

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