



Joint Statement from Boots and the PDA Union

Agreement reached between Boots and the PDA in settlement of the 2022 pay deal for Pharmacists

Following constructive discussions between Boots Management Services and the PDA Union negotiators, agreement has been reached in relation to this year's pay claim, effective from 1st November 2022.

Boots and the PDA Union (PDAU) recognise the current unique market circumstances within the community pharmacy sector relating to the pharmacist workforce and this has been reflected in the agreed package of pay and benefits. Consideration has been given to current price inflation along with the ability of the business to afford and sustain any agreed increases.

The agreement consists of the following changes to pay and benefits:

1. All eligible pharmacists within the bargaining unit will receive a 4.5% pay increase effective from 1st November.

For those who have already had a pay increase on or since 1st August 2022, where that increase has been less than 4.5%, a 'top up' increase will be provided, from the 1st November 2022, to ensure that all eligible members of the bargaining unit receive a pay increment of not less than 4.5% in 2022.

On this occasion Boots and the PDAU have agreed an increase to the pay of those above the maximum market range by 4% with an additional 0.5% non-consolidated payment.

This year pharmacists who are ineligible for the negotiated increase are:

- Those who have joined on or since 1st August 2022
- Those rated as not performing at EOY FY22
- Trainee Pharmacists

2. An agreement to continue the current short notice payments, to recognise the commitment and flexibility of pharmacists as follows:

There will be a payment of £100 for pharmacists who work on a non-planned day with less than 48 hours' notice to cover short notice absence*.

This would be based on £100 for an eight-hour day and pro-rated if the shift length is shorter.

Pharmacists continue to perform a vital role within their local communities and we value the contribution that Pharmacists make every day to patients, communities and the business.

Paul Moloney
National Officer, PDA Union

Anne Higgins
Pharmacy Director

* unplanned absences arising within 48 hr period only