



Welcome to your October 2022

PDA Update in Boots

Keeping you informed of all the union activities within Boots

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We encourage you to share this newsletter with your Boots colleagues that are not yet members of the PDA.

PDA Union at the Boots Trainee Pharmacist Conference Gala

By Mithul Shah and Nav Bhogal, Regional and National PDA Reps at Boots



As the working partnership between Boots head office employees and the PDA Union Reps grows stronger, the reps were invited to have a stand and be present at the Trainee Pharmacist Conference Gala dinner in July 2022. It was a grand and well-organised event to celebrate the hard work of this year's successful trainee pharmacists.

The event also provided a platform for the reps to meet and interact with future Boots pharmacists, the key enablers, leaders, and directors in Boots.

The PDA Reps shared union successes and highlighted the benefits of joining the union. The trainees were all very grateful for the union's role and influence in recently negotiating a salary increase for newly qualified pharmacists; in their development through PDA Education; and in the representational support we offer.

The reps shared their experiences in Boots and provided information to the trainees on how to seek support if required. The gala evening showed a growing presence and support of the PDA Union amongst future pharmacists and business leaders.

The PDA Reps Network in Boots would like sincerely thank Richard Dunne, Senior Manager Pharmacy L&D for the invitation and introduction in his opening statements and look forward to more partnership working to improve the attractiveness of Boots as a destination for pharmacists to train and work.

Update from the PDA's Equality, Diversity, and Inclusion (EDI) Networks

By Daniela Rusalim, PDA Rep for East England and NAWP Vice President

In 2020, the PDA, currently the largest UK Pharmacists' body with 35,000+ members, incorporated the National Association of Women Pharmacists (NAWP) and created a further three Equality, Diversity, and Inclusion (EDI) Networks: BAME, LGBT+ and Ability Network to enable all women, BAME, LGBT+, and disabled pharmacists to realise their full potential and raise their profile by being educationally, socially, and politically active.



Below are some of the recent achievements of the EDI Networks:

NAWP Network

[NAWP](#) have produced a series of women's health [factsheets](#) to coincide with national and international awareness events. The purpose of the factsheets is to increase knowledge and awareness about health-related issues mainly affecting women.

A further step in the direction of women's health support was consolidated by NAWP's and the PDA's response to the women's health strategy consultation. To learn more, click [here](#).

NAWP have produced extensive work on domestic violence, participating in the [16 Days of Action Against Domestic Violence](#) campaign. NAWP have also delivered panel sessions on Women in Pharmacy at the Pharmacy Show and Clinical Pharmacist Congress.

PDA BAME Network

The PDA [BAME Network](#) have launched a [Race and Ethnicity Terminology Factsheet](#), followed by [Anti-Racist Pharmacy Toolkit](#), which can be used to address inequality and discrimination in the workplace.

Other activities of the BAME Network include delivering panel sessions at the Pharmacy Show and Clinical Pharmacy Congress. The sessions emphasised the importance of giving pharmacists a voice to share their lived experiences and how together pharmacists can challenge employers to do the right thing.

PDA LGBT+ Network

The [LGBT+ Network](#)'s #LGBTPlusMPharm campaign has highlighted the need of more inclusion of LGBT+ education in the MPharm programme. The elected committee members have written to the GPhC and PhSC, liaised with pharmacy lecturers and involved PDA Student Reps.

The production of [pronoun badges](#) and [flyers](#) has drawn a lot of interest, resulting in numerous orders. Pronoun badges can help to open up conversations with patients about gender identity and raise awareness of gender diversity.

PDA Ability Network

Elections for the [Ability Network](#) will be organised next year. Even without an elected committee, members have demonstrated great leadership and supported the activity of the network through the production of newsletters and member meetings. The network is looking to collaborate with other organisations, focusing on the social model of disability.

Recent JCC meeting

By Richard Evans, PDA Union Regional Rep for Northern Ireland

The quarterly Joint Consultative Committee (JCC) meeting was held in D80 Nottingham on 27 July. A few attendees joined remotely due to a national rail strike that day.

Reps were given a brief business roundup by Anne Higgins, Pharmacy Director for Boots UK, and the Boots side were given a union update by Paul Moloney, PDA Union National Officer for England. Two campaigns that the PDA are currently focussing on are the [Zero tolerance of violence in pharmacy](#) and the [Medicines to Ukraine campaign](#), these were both presented in the meeting.



Health and Safety highlights included:

- A reduction in recorded violence and abuse incidents this year.
- The roll out of the incident investigation procedure for RIDDOR accidents involving members.
- The formation of a Flu collaboration group involving reps and company managers for the coming flu season and the use of data from MyHub reports to improve health and safety at work.

A deployment update included the roll out of vendor management platform, where external locums can apply for shifts and automatic payments. Recruitment and retention is a key focus area, with a renewed push on flexibility of working hours, advertising, increasing new pharmacist starting salaries, and understanding of our total reward package. If you have any queries around this, speak to your line manager or PDA Regional Rep.

We had an update to the new IP qualification scheme, with a great deal of interest in the first round of admissions. A number of pharmacists were excluded due to not having enough working hours to qualify and the main advice is to ensure you have a DPP secured before applying.

Finally, in the EDI section, the recent questionnaire sent out by the company and supported by the PDA Union had a reasonable response rate, but there is more work to do. There is also the launch of Disability Passports on BootsLive, which will see colleagues who have needs in the workplace have these explored thoroughly once and will remove the need for further investigations should they change role, store, line manager etc.

Reps in depth

By Hala Jawad, Regional and National Airports and London Rep

I am a fully-fledged airport pharmacist that works in Boots at Gatwick airport.

I am a PDA Regional Representative, National Rep for London, and committee member for community pharmacy (Southeast).

From the start, the PDA has been there for all of us, supporting the needs of individual pharmacists, pharmacy students, trainee pharmacists, and those who are provisionally registered. The PDA developed the only independent trade union solely for pharmacists.

A main motivating factor for me to become a representative was always to find a position where I could have a positive effect on people's lives, helping patients and colleagues.

Every pharmacist should be a member of the PDA, as no other organisation represents us so comprehensively and is independent from the influence of anyone except its pharmacist members.



PDA REPS NETWORK IN BOOTS

A message to trainee pharmacists

By Paul Flynn, PDA National Officer for Scotland



The PDA Reps Network in Boots is delighted to welcome another year of trainee pharmacists to the company and profession. You may well know of the PDA from sessions at your University school of Pharmacy, but if not please make sure to spend a little bit of your time investigating who and what the [PDA](#) is and why we exist.

We are the only trade union solely for pharmacists and we promote EDI in pharmacy. We strive to make working in pharmacy a more rewarding career choice and our union representatives support pharmacists whenever asked. [Membership](#) for trainees is free.

Trade unions have been responsible for almost all the improvements to employment rights that have occurred in Britain. If you care about your colleagues and the profession as much as you do your patients, then it is a movement to be involved with. We now have more than 60% of Boots pharmacists and pharmacist managers in membership.

The PDA offers significant support to trainee pharmacists in particular and, unfortunately, each year must support a number of them with issues in their training year. If you have any concerns at all at any stage, your PDA Reps are here to support you and bear no conflicted loyalties. You are our primary concern. The sooner you talk about any issues you are having the better, so please introduce yourself to your [local rep](#) as soon as you can.

Otherwise, all the very best on your training year. Everyone at the PDA wishes you a fulfilling and rewarding career in pharmacy and at Boots. Look out for PDA Boots member events and educational webinars in the coming months.

JOIN THE PDA HERE

Health and Safety update

By Richard Evans, PDA Regional Rep for Northern Ireland

The Health and Safety committee of PDA Reps and Boots senior Health and Safety managers meet regularly to discuss any incidents that have happened within the pharmacy environment. If pharmacy team members are affected and the accident falls into the RIDDOR category, the company sends an investigator to create a report which feeds back to the committee. The PDA Reps then decide whether a follow-up independent investigation is warranted. Any suggested safety improvements indicated from these reports are implemented for the propagation of a safer environment to work in for all.

The team are now looking at data from MyHub reports to create areas of focus in store Health and Safety. MyHub can be adapted to create more electronic missions to replace some of the paper-based checks that do not create any data. For example, the recent introduction of the e-sign in process for store visitors.

Recently, there was a PDA and Boots group created to oversee any queries regarding the upcoming flu season, which each year, along with feedback gained from members, produces a more streamlined and user-friendly process to help assist pharmacists in the vaccination procedure. If there is something that should be improved so that we can take it to the meetings to discuss, please let your local rep know or email me directly at rich.evans@pda-union.org

If you have any [health and safety](#) issues in your working environment, please let your rep know as we may be able to quickly seek action to remedy this on your behalf.

Previous Boots newsletters can be found on the [Boots](#) and [Resources](#) pages of the PDA website.