



## Joint Statement from Boots and the PDA Union

Agreement reached between Boots and the PDA in settlement of the 2021 pay deal reached under the auspices of ACAS.

Following a series of pay negotiations between Boots and the PDA Union, an agreement has been reached in relation to this year's pay claim, effective from 1<sup>st</sup> November 2021.

The settlement is for Provisionally Registered Pharmacists, Pharmacists (including Relief Pharmacists, Care Services Pharmacists, Advanced Practitioners, and Specialist Practitioners) and Pharmacist Store Managers in the bargaining unit for which the PDAU is recognised. Both sides thank ACAS for their involvement and for facilitating this agreement.

Our Pharmacists perform a key role within their local communities, providing accessible care to patients as the role of community pharmacies evolve. We value the contribution our pharmacists have made to our patients, communities and our business.

We fully acknowledge the strength of feeling among many of our pharmacists regarding the purchasing power of their salaries over recent years and therefore commit to ensuring that price inflation is taken into account in the 2022 pay settlement with the PDAU.

The 2021 settlement relates to a number of matters that formed part of the PDAU claim and we are pleased to confirm the following package of pay and benefits:

1. 2% uplift with effect from 1<sup>st</sup> November 2021 for all eligible team members. Ineligible team members are:
  - Those above the market range for their role.
  - Those who have joined or had a pay increase on or since 1<sup>st</sup> August 2021.
  - Those rated Not Performing at EOY FY21.
2. An additional increase for those at the start of their careers.
  - This means that all Pharmacists qualifying in 2021 will be paid at least £38k gross FTE, including those who would otherwise be ineligible due to the 1<sup>st</sup> August cut-off.
  - Those who qualified in 2020 will be paid at least £39k gross FTE.
  - Everyone qualifying prior to 2020 will be paid at least £40k gross FTE.
  - This will be applied with effect from 1<sup>st</sup> November 2021, after the 2% uplift where appropriate.
3. In order to promote and foster career pathway for Pharmacists to Store Manager there will be an increase in the base starting salary for the Pharmacist Store Manager role to £45k gross FTE.

- All substantively appointed Pharmacist Store Managers currently earning below this rate will see their pay increase to this new rate (applied with effect from 1<sup>st</sup> November 2021 after the 2% uplift as appropriate).
4. Two, one-off, exceptional, non- consolidated payments, in recognition of an unprecedented time, to be paid in January 2022 and March 2022 to all eligible Pharmacists\* to support their continuous professional development, in addition to Let's Connect.
    - The payment will be based on a maximum of eight hours' pay for a Pharmacist contracted to work 40 hours or more per week, and pro-rated for those contracted for less than 40 hours.
  5. Career conversations for all Pharmacists at mid-year review to support individual ambition and meaningful career progression.
  6. Bank holiday booking will include advanced notice as part of the annual holiday booking process.
  7. As a temporary measure, from today until 15<sup>th</sup> January 2022 (inclusive), due to the spike in unplanned absences that we are seeing at present, we will make a temporary amendment to the on-call agreement as follows:
    - There will be a payment of £100 for pharmacists who work on a non-planned day with less than 48 hours' notice.
    - This would be based on £100 for an eight-hour day and pro-rated if the shift length is shorter.

The PDA Union have also communicated directly with their members at Boots about this process.

\* Pharmacists who were employed by Boots as at 1<sup>st</sup> November 2021 and remain in employment as at the time the payment is made.

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