



18 August 2021

Joint Statement from LloydsPharmacy and PDA Union

Representatives of management and employed pharmacists met for the first time as the Joint Pharmacist Consultative Committee (PJCC) in June.

PDA Union attendees were pharmacist/union representatives: **Shakeela Hassan (branch 6698), Brian Henderson (8765), Feroz Jussab (8760), Jahn Khan (6402), Wai Chan Lau (6745), Aneil Nath (0249), Eddie Njenga (5193)** and **Anjee Shah (5092)**; supported by Paul Day and Mark Pitt from the PDA central team

Management representatives were **Louise Bray (Senior HR Business Partner) , Adrian Bremner (Senior Head of Health, Safety & Environment,) Johnny Dowd (Head of HR), Mark Platt (H&S Environment Advisor), Laura Reed (Clinical Training Manager) , Victoria Steele (Superintendent and PJCC Chair) and Sarah Williamson (Head of Leadership, Talent & Engagement)**

The focus of the first meeting was to agree on ways of working. Following introductory remarks from Victoria Steele and Paul Day about the commitment from both sides to make a success of these new arrangements, there were presentations followed, by questions and answers, on the following topics:

- Health & Safety
- Training and Development
- Company communications

There was also a discussion around pharmacy closures and the process of some pharmacists being asked to switch branches mid-shift. The company confirmed that these requests are a last resort to ensure pharmacies can stay open to serve patients, however, in the case of locums, they are not mandatory and can be declined.

In the case of permanently employed pharmacists, management believe changing store could be seen as a reasonable request. Therefore, it would be appreciated if colleagues could support where possible. However, it was agreed that we would not expect a colleague

to change branches mid shift if this caused unreasonable disruption to themselves or indeed potentially impacted on patient care and safety.

The company would encourage all pharmacists to discuss any concerns they have with their local management teams on a case by case basis, in the first instance.

Next steps

Under the recognition agreement between Lloyds Pharmacy and the PDA Union the PJCC will meet quarterly from now on and is the forum at which the Company will formally inform and consult with the PDA Union about material, non-negotiated, changes to matters impacting the bargaining unit. Health & Safety and Training will be standing items on each agenda, with other items raised by either side as appropriate.

Paul Day, Director, PDA Union

Victoria Steele, Superintendent Pharmacist