



The Pharmacists' Defence Association Union
The Old Fire Station
69 Albion Street
Birmingham B1 3EA

A message to all Boots pre-registration graduates - April 2018

Dear professional colleague,

As a Boots pre-reg graduate, you now have the opportunity to vote in a ballot which could improve your working life and career as a pharmacist for generations to come, wherever you choose to work.

In 2012, the rights of Boots pharmacists and pre-registration graduates at work suffered a major setback, due to an agreement reached between Boots and the Boots Pharmacists' Association (BPA). The agreement prevents Boots pharmacists and pre-reg graduates from negotiating better pay, hours and other working conditions with the company through an independent trade union, the PDA Union. The PDA Union is a professional not-for-profit organisation dedicated to representing the interests of employee pharmacists, pre-reg graduates and pharmacy students.

Your opportunity to remove the Boots/BPA agreement, and to secure a better future and an independent voice at work, has now arrived.

If at least 2,780 Boots pharmacists and pre-reg graduates vote to remove the Boots/BPA agreement, it paves the way for positive change. If the agreement is removed through this vote, the PDA Union will be able to apply to negotiate (or "collectively bargain") for better pay, hours and other working conditions on behalf of Boots pharmacists. The vote will not stop the BPA meeting with Boots just as it does now, but it will give you the chance to have an independent voice, the PDA Union speak on your behalf at work.

The confidential ballot to remove the agreement between Boots and the BPA which prevents you from negotiating better pay, hours and other working conditions has now started, and you will soon receive your voting papers to your home address. Neither Boots, the BPA nor the PDA Union will know how you have voted.





As a pre-reg graduate, some of you may not have experienced much change yet, but here are just two examples of how working conditions at Boots have changed over the past few years.

Summer placements

In 2013, Boots stopped paying 1st and 2nd year pharmacy students whilst they worked on summer placements. Placements were cut from 8 weeks to a 2-week voluntary placement.

We don't think this sends a good message to the pharmacists of the future, who will inherit our profession. We believe students should be fairly rewarded for working at Boots, and that placements should be longer to gain proper experience of the company.

Newly-qualified pharmacist salaries and market-based pay

Since 2007, salaries for newly-qualified Boots pharmacists have remained almost static.

Boots newly qualified pharmacist salary in 2007	£33,000
Equivalent salary in 2017, adjusting for inflation	Circa £43,527
Actual Boots newly qualified pharmacist salary 2017/18	£34,000

In addition, hundreds of loyal Boots pharmacists have been disadvantaged by the introduction of market-based pay in 2014. Pharmacists' salaries are based on undisclosed "market data" from an unspecified source. **We think pharmacists should be told exactly how their salaries are being determined and have the opportunity to negotiate better ones.**

Pharmacists tell us it is unfair that they are denied the opportunity to negotiate better working conditions, and the vote gives you the power to bring about positive change. Please don't forget to vote.

The PDA Union wishes you good luck and all the very best for your pre-registration year and future career. Visit www.pdaurecognition.co.uk for further information.

Sincerely

Mark Pitt
Assistant General Secretary, PDA Union
www.pdaurecognition.co.uk

