



Welcome to the February 2023 PDA Update in LloydsPharmacy

Keeping you informed of all the union activities within LloydsPharmacy

In this issue:

- *Encourage all colleagues to join a trade union*
- *Pay Talks Begin*
- *PDA LloydsPharmacy Rep elected to PDA's National Executive Committee*
- *PJCC communications*
- *International Pharmaceutical Federation (FIP)*
- *Vacancies in the PDA Reps Network*
- *Supporting colleagues effected by Sainsbury's closures*

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

Encourage all colleagues to join a trade union

*By Jahn Dad Khan, PDA National Representative for North West England,
and Anjlee Shah, PDA National Representative for South East England*



The PDA Union is the only independent trade union exclusively for pharmacists in the UK. Non-pharmacist colleagues are also encouraged to join an appropriate independent trade union for their role to protect their employee rights and champion their interests. A trade union is not required to have a recognition agreement in place with the employers to provide expert advice, support, and representation to their members.



Trade unions give members a strong voice and advocate for health and safety, equality and ensuring members are treated fairly. Trade unions work to ensure that members have a safe working environment. They also provide representation and advice on processes such as grievances, disciplinary hearings, sickness, and absence meetings. Significant change can occur with any employer, at any time, which is why joining a union is important for all employees.

Please encourage your support staff to [join a union](#). They can check if the employer already recognises an independent trade union for non-pharmacist colleagues but, if there is no recognition in place, it is recommended to join an independent trade union such as [USDAW](#). The Union of Shop, Distributive and Allied Workers (USDAW) is a leading trade union for retail workers. Membership is available to those who work in the community pharmacy sector and retail colleagues.

Please encourage your pharmacist colleagues to [join the PDA](#) now!

Being in a trade union leads to:

- Better pay, sickness, and pension benefits
 - Improved working conditions such as more holidays, healthier working hours, and stronger regard of health and safety
 - Better job security
 - Access to legal help e.g., grievances and employment issues
 - Respect for caring responsibilities e.g., maternity, paternity etc.
 - Less discrimination e.g., race, disability, and sexual orientation etc.
 - Training for new skills and career help
 - A better service for clients as you have an enthusiastic and motivated workforce
 - Access to general advice and support
-

Pay Talks Begin

The PDA Union has submitted a claim for a pay increase for members and the first of a series of planned meetings to negotiate on the claim was held in January.

Paul Moloney, PDA Union National Officer and lead negotiator explained, *"These are again very difficult circumstances in which to negotiate increases to pay. Across the economy we see several high profile strikes as working people seek to achieve increases close to inflation and, in LloydsPharmacy, we have the additional problem of members facing redundancy while the negotiations take place.*

The PDA Union remains committed despite these factors to ensuring that members' standard of living is maintained at least in line with increases being achieved across the private sector in the UK. The current increase in average private sector earnings is 7% and the PDA Union sees no reason why LloydsPharmacy pharmacists should not match this level.

With some members facing redundancy there is an urgency for us to be able to agree a fair increase quickly and have pitched our claim and our negotiating stance with this in mind. We had a positive meeting last month and believe there is some optimism that our twin objectives of a fair increase delivered expeditiously can be achieved."

Further meetings are due to take place in February and it is anticipated members will be consulted on the company's offer soon.

- [Joint Statement from LloydsPharmacy and PDA Union – Pay settlement 2022](#)

PDA LloydsPharmacy Rep elected to PDA's National Executive Committee

Following the recent process [to elect a new National Executive Committee](#) for the PDA, your PDA Reps in Network in LloydsPharmacy are proud to share that our own Anjee Shah will be the first Assistant General Secretary for EDI (Equality, Diversity, and Inclusion) after a new role was created to ensure the governing body has a member focused on the essential issue of equality. Anjee will take up this post in April for a five-year term, whilst continuing to undertake her reps role.

PJCC communications

By Brian Henderson, PDA National Representative for Scotland



The PJCC is the main forum where PDA LloydsPharmacy Reps meet with company representatives. Both parties contribute to agenda points and it is at these meetings where most dialogue with the company takes place. It remains the case that the company have never refused to allow a particular agenda item, raised by members (through their reps), to be discussed. This is encouraging and should reassure members that the company is invested in dialogue with your union representatives.

This is not to say these forums are without fault and cannot be improved upon though. We are mindful that some members want the finer detail of these discussions shared more widely; information sharing that goes beyond a summary of topics discussed and includes specific actions that the company have agreed to work on.

While we collectively as reps continue to hold the company accountable on your behalf, we also understand that this kind of visibility helps drive accountability from the bottom up. Informed members can be empowered to hold line managers and middle management to account if agreed actions have not been implemented. If there is any reality to the perceived gap between those in the 'ivory towers' of head office and pharmacists working on the shop floor, then information sharing is one tool to help everyone relieve that gap.

While we understand the desire for more visibility of PJCC activity and discussions, there is a balance to be struck in how this is communicated to members (and the wider Bargaining Unit) while also maintaining good working relations with company representatives. In our last [Joint Statement](#) (December 2022) we communicated more PJCC detail than previously but stopped short of burdening members with the unfiltered detail of meeting minutes. The result may not be a level of information sharing that everyone is happy with, but it remains a work in progress. We hope that members understand the present choice of approach.

Members are free to contact reps directly to discuss issues and suggest agenda points they would like to see discussed at the PJCC. Alternatively, members can participate in more detailed discussion with reps at our member meetings. These are usually scheduled to occur near PJCC dates, allowing members to hear feedback from previous PJCC meetings and help shape the agenda for the future ones.

International Pharmaceutical Federation (FIP)

In September 2022, the Council of the International Pharmaceutical Federation (FIP) voted to welcome the PDA as a full member of a global federation which brings organisations together to advance pharmacy. As some members have been asking for more information

in relation to this new step, your PDA Reps Network in LloydsPharmacy would like to draw your attention to the recent latest news articles which explain why the PDA has joined FIP and highlight some of the activities which PDA members can now connect with.

Learn more

- [Why has PDA joined the International Pharmaceutical Federation? \(FIP\)](#)
 - [PDA shares 2023 message from International Pharmaceutical Federation \(FIP\) President](#)
 - [PDA joins International Pharmaceutical Federation \(FIP\)](#)
-

Vacancies in the PDA Reps Network in LloydsPharmacy

By Anjlee Shah, PDA National Representative for South East England

Your PDA Reps Network in LloydsPharmacy currently has vacancies, and we are keen to recruit pharmacists passionate about the welfare of their peers and improving their working life.

You will be given training, support, and union facilities time to undertake your rep duties. You will also have networking opportunities with other PDA Workplace Reps to share experiences and ideas. You will work closely and collaborate with fellow reps to understand member feeling and identify the priority issues for members before meeting with the employer to discuss these issues.

It's crucial to have a strong and diverse reps network to best support members and have a greater impact. Your reps network has a structure of 3 national reps and 6 regional reps and even during these uncertain times of divestment and redundancy, it's important to retain this to ensure optimal value for members. Unfortunately, we have had several members step forward who due to leaving LloydsPharmacy (whether out of choice or not) have been unable to take up a post.

If you feel you could join our team and represent your pharmacist colleagues at LloydsPharmacy, please email pdauorganising@pda-union.org.

Learn more

- [Get involved and become a PDA Rep](#)
 - [Following a successful first year we celebrate the PDA Reps network in LloydsPharmacy](#)
 - [Welcome to your October 2022 LloydsPharmacy update](#)
-

Supporting colleagues effected by Sainsbury's closures

Following the announcement that LloydsPharmacy plans to close all pharmacy branches located in Sainsbury's, [the PDA continues to support members](#) impacted by LloydsPharmacy's decision. Many members affected have already contacted the [PDA Member Support Centre](#), and our team are providing them with information, support, and representation.

Each case in employment law depends on its own facts but general advice can be helpful to all, so a [briefing document](#) has been produced for members and FAQs will be published soon. Our members are encouraged to familiarise themselves with the guidance produced by the PDA and to contact the centre once they are aware of their specific circumstances.

The PDA also recently held a meeting for affected members attended by PDA Director, Paul Day, and PDA Employment Solicitor, Barinder Kataria who answered the questions of members present. The meeting also provided an opportunity for those in attendance to hear from each other and learn more about what to expect in the coming months.

PDA LloydsPharmacy Reps, Anjlee Shah and Eddie Njenga chaired the meeting. They said, *"The meeting was a safe space for members to be informed by their union about processes regarding the closures and an opportunity to listen to their peers and ask questions. As reps who are also facing the risk of redundancy, we understand that it's a difficult time and wanted to be there to support our members. We have launched a WhatsApp group for PDA members affected by the Sainsbury's closures so they can continue having peer support and share experiences and information. It's reassuring to be able to connect with each other and we encourage affected members to join."*

If you are a PDA member working in Sainsbury's and would like to join the WhatsApp group, please email pdauorganising@pda-union.org.