

## Joint statement from LloydsPharmacy and PDA Union

26 April 2021

In February we announced that LloydsPharmacy and the PDA Union had reached a voluntary agreement regarding trade union recognition for pharmacists.

As part of that agreement, there will be a network of pharmacists who will be released from their normal duties, for some of their working time, to be PDA Union representatives. They will be trained, supported by the PDA and accountable to them for this part of their role.

Pharmacists at LloydsPharmacy were invited to nominate their national and regional PDAU representatives. As part of the selection process, three national reps and six regional reps have now been appointed:

National Representatives	Regional Representatives
<ul style="list-style-type: none"><li>• Brian Henderson - 8765</li><li>• Jahn Khan - 6402</li><li>• Anjlee Shah - 5092</li></ul>	<ul style="list-style-type: none"><li>• Shakeela Hassan – relief manager, currently at branch 6698, Castleford.</li><li>• Feroz Jussab – 8760 and manages 8761</li><li>• Eddie Njenga – 5193</li><li>• Wai Chan Lau - 6745</li><li>• Aneil Nath – 0249</li><li>• Vacancy – Wales</li></ul>

The PDA Union network representatives will be available to communicate with and support pharmacists with concerns at work including matters of Health & Safety. This should complement the continuing working relationship every individual should have with their line manager.

One of the aims of the new arrangement is that potential concerns at work are identified and resolved earlier, more locally and together. However, the reps network will also support individuals with situations that have moved into formal processes, such as grievance or disciplinary hearings, and TUPE transfers.

Collectively the PDA reps network will represent pharmacists at two committees. The Pharmacist Joint Consultative Committee (PJCC) will discuss issues including health & safety and training, whilst the Pharmacist Joint Negotiating Committee (PJNC) is where pay will be negotiated from the end of 2021 onwards.

The company and union both recognise that this will be a new chapter in employee relations for pharmacists and we recognised that this new approach may take a little time to settle, however both sides are committed to making this work as a positive addition to employee relations.

Just as the union will support the network reps, the LloydsPharmacy Human Resources and senior management team will support their line managers with any practicalities regarding releasing them from their normal duties. The overall relationship with the PDA union will be led by Superintendent Pharmacist, Victoria Steele who explains how the company intends to work closely with reps to help drive improvements for all pharmacists.

*“When I first started in this role, I made it my number one priority to build closer relationships with our pharmacists. As a business, we’re passionate about listening to our professionals and making positive changes that improve their experience working at LloydsPharmacy. Through our relationship with the PDA, we are committed to working collaboratively and constructively in the interests of our colleagues, customers and patients.*

*It’s been proved throughout the last year, just how important pharmacists are to their communities and I’m incredibly proud to work with so many hard working and dedicated experts across our business. Part of my role is to ensure we have the highest professional standards and one way to help that is to create an environment where our pharmacists feel enabled and supported to deliver excellent patient care.”*

Paul Day, PDA Union Director said: *“Though the experienced trade union and legal teams at the PDA are there to support the representatives at LloydsPharmacy, this is fundamentally about pharmacists at the company speaking up for themselves. Ultimately a workplace where professionals know their voice is heard, that they are independently represented and any concerns are proactively resolved should be better for patients and the company too. We encourage any pharmacist who is not yet a PDA member to join us too and if you have work issue to speak to your local rep for help.”*

There is currently one vacancy for a representative in Wales and any pharmacists who is a PDA member can contact [Richard-hutton@pda-union.org](mailto:Richard-hutton@pda-union.org) to find out more about the role.