

Topic	Currently at Lloyds	How this could be if PDA are recognised (with examples from Boots)
An independent, collective voice at work	As I understand it there is no independent voice for store pharmacists at the company.	Working with other PDA Union members, the pharmacist population at Lloyds can use the legal status of PDA Union as an independent union to have an independent voice at work. With the resources, expertise and reach of the union there are multiple options for how issues can be progressed. Management listen to the collective voice of pharmacists. Learn more: <a href="#">Latest statement from the Joint Consultative Committee at Boots</a>
Speaking for your profession	In accordance with the law, the company have appointed temporary employee representatives to consult over the current change programme happening at Lloyds, but there are no permanent union representatives speaking on behalf of store pharmacists.	Pharmacists who are PDA Union members can be trained and supported to stand up and be the voice for their professional community at Lloyds. Learn more: <a href="#">PDA Reps Network in Boots</a>
Pay, holidays and hours	Management decide what pay increases, if any, to give to pharmacists	PDA Union will ask members their views, submit a pay claim and then negotiate the best deal for all pharmacists. Learn more: <a href="#">Boots 2019/20 pay settlement – What this means to pharmacists and pre-reg pharmacists</a>
TUPE transfer	Temporary employee representatives may be consulted about the plans to change your employer if for example a pharmacy is sold	The management must consult with the PDA Union. Your representatives will represent you before and after the transfer. Learn more: <a href="#">PDA Union secures sick pay victory for Boots members transferring to Royal Marsden NHS Foundation Trust (RM Medicines)   PDA Union</a>
Health & Safety	Management decide on measures	The management must consult on Health & Safety and PDA Union H&S reps have a legal right to act on H&S issues. Learn more: <a href="#">Boots confirm store reopening plans after consultation with PDA Union   PDA Union</a>
Disciplinary & Grievances	If you are a PDA Union member you can already get advice from PDA Union and because we are an independent trade union, you can be represented by a PDA Union representative in these processes.	Rights remain the same although PDA Union will train a network of pharmacists at Lloyds to be the representatives. As representatives at Boots we are often able to speak to members before things progress into formal processes, such a grievances and try to work with local management to resolve situations earlier, more locally and together. It is another way we make things better for individual and the company

