



LloydsPharmacy Update

December 2023

PDA Union activities within LloydsPharmacy

Keeping you informed of all the PDA Union activities within LloydsPharmacy

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

The PDA continues to be your Union acting on your behalf

As LloydsPharmacy has now completed the divestment of its final community pharmacy branch, this means that the network where the PDA Union is recognised to represent pharmacists with employment matters has significantly decreased in size. We are, however, still here to support members regardless of where they are employed, whether they remain part of Hallo Healthcare in Lloyds HCS or have moved to a new employer. We still represent your interests and are here to ensure you are treated fairly and with respect at work. Some admin changes may be appropriate, though, so we encourage all of you to keep your membership and employer details up to date. [Click here to update your details.](#)

Over 100 pharmacists remain employed by LloydsPharmacy Healthcare Services, and for these pharmacists, PDA recognition with pay bargaining rights will continue.

For all our members, as the PDA is the union exclusively for pharmacists wherever they practice and whoever they are employed by, your membership remains relevant despite the changes at LloydsPharmacy. You are still represented by us and we still support and stand by you.

All members of the PDA are entitled to professional advice and employment support from our team. Membership also gives you a voice in our lobbying work and access to our free education and training resources, as well as opportunities to attend conferences as PDA delegates.

Being a PDA member automatically makes you a member of the PDA Union and so, although we may no longer be the recognised trade union at your employer, we are still your chosen union and will represent you in legal disputes with your employer and protect your rights. You can find out more about the support we offer by clicking [here](#).

If you have any concerns about your employer, please continue to contact the [PDA Member Support Centre](#) and encourage your colleagues to join the PDA.

Build your union in your new employer and seek recognition

If you now work at an employer that does not recognise the PDA, there are steps you can take to help us secure recognition there.

While you may now be employed in a workplace that already has a trade union, this does not mean that you have to join that trade union, or that we also cannot be recognised. As we are the only independent trade union exclusively for pharmacists in the UK, we have specific knowledge of the sector and our time is devoted to supporting pharmacists and campaigning on the issues that matter most to you and fellow pharmacists.

Union recognition is an acknowledgement by the employer that a union has the right to represent and/or negotiate on behalf of its members for a range of situations. Many employers will recognise unions if there is a lot of support among their employees. Recognition gives trade unions more rights to represent and protect their members. While

the PDA Union was recognised in LloydsPharmacy, we negotiated favourable agreements on your pay and other terms and conditions of your employment.

Therefore, although we can still successfully assist and represent you, we could support you even more as a recognised union in your workplace.

It is important to spread awareness of us and our work amongst your colleagues. By sharing our communications with them and encouraging them to become PDA members, you will help build support for us within your workplace.

Becoming a PDA Workplace Representative is possibly the most significant way that you can support us to become recognised. Workplace reps are crucial to us as a union as they help inform us of the biggest issues faced by the workforce within your employer and how we can best help you. Reps aid us in recruiting, communicating with, supporting, and defending members. You can be a workplace rep for us even if we aren't a recognised trade union at your workplace.

Pharmacists are often motivated by the good they can do for their patients, and as a workplace rep you have another way of helping and supporting people, but your 'patients' in this role are your colleagues. The impact you can have through representing them and supporting them through issues at work and formal process can be just as positive and transformative as any treatment or intervention we might offer a patient.

We offer free training for all our workplace reps to ensure that they feel confident and supported in their role. To learn more about becoming a PDA Workplace Rep, click [here](#).

We will seek recognition at other employers when possible, in order to best help our members, but we will need your support to do so.

The PDA cautiously welcomes the DHSC Supervision consultation

We have issued a cautious welcome to the government consultation published on 7 December.

Uniquely on this occasion, the Department of Health and Social Care (DHSC) has worked closely with representatives of the pharmacy sector for six months in the run up to the release of its Pharmacy Supervision consultation. It is therefore reassuring to see that the consultation broadly supports the Supervision Practice Group's recommendations. This builds trust and confidence in the process and consequently is cautiously welcomed by us.

If the changes proposed in the group's report are delivered and the process is undertaken in the right way, this is an opportunity for welcome transformational improvements in pharmacy practice. However, it is noted that some of the group's recommendations have not been taken up at this time and we have sought assurances from the DHSC that they will be.

We are cautious because the model of community pharmacy supervision needed to support the modernised model of practice described in the Supervision Practice Group's report can only be delivered if changes to the law are simultaneously supported by new and joined up

Rules and Regulations from the regulator and followed through by appropriate professional guidance.

The changes to the law being proposed in this consultation are broadly a good starting point but until, and unless, the new regulations and professional guidance provide the required clarity, the overall picture of how supervision will work in a modernised community pharmacy practice landscape will not become fully apparent.

PDA Chairman, Mark Koziol said, *“We eagerly await the continuation of the consultation process and hope that the process will reflect the views contained in the Supervision Practice Group’s report. As far as the current consultation on changes to the law is concerned, we will engage with and listen to our members over the coming weeks and encourage them to respond to the formal consultation.”*

If you have any comments or questions, we encourage you to submit them to us by emailing supervision2023@the-pda.org.

We stand ready to support the next phase of the journey.

Please complete our 2023 Workforce Temperature Check Survey

Pharmacists continue to tell us that there are several reasons why they choose to work in certain roles and would not consider others. We are once again asking you our members to provide greater information around this to help inform the debate about the pharmacist workforce. Sharing your views and experiences will help us to tell your story and represent your interests.

The overall state of the UK pharmacist workforce matters to PDA members and is a constant issue that is at the centre of debate around all areas of pharmacy, including hospital, primary care and community pharmacy. ARRS, coverage of on-call, pharmacists being on the occupation shortage list, expansion of clinical roles and changes in the community pharmacy employer population are all hot topics which feature wherever and whenever pharmacy is discussed. No part of pharmacy is immune to workforce challenges.

We do not see any evidence that there is a genuine shortage of pharmacists, as was the case in January 2022. However, it is evident that there are significant factors which affect recruitment and retention and the way in which pharmacists choose to work which has an impact on the overall picture. How this is interpreted can lead to mixed messages around the causes and effects of when and how pharmacists structure their employment or decide their workplace preferences.

Some employers have acknowledged that factors within their control, such as pay, working conditions and workplace pressures do have an impact on their ability to recruit. We believe that responsible employers should look to address the root causes to attract and retain pharmacists, for example by improving working conditions, enabling protected training time, and agreeing to fair rewards as well as providing adequate levels of support staff and offering flexibility and career development opportunities.

The data from the 2022 iteration of this survey has been invaluable in challenging some of the rhetoric and informing our engagement with a range of stakeholders on behalf of members. We continue to hear members' concerns loud and clear and are asking for feedback on current working arrangements and intentions through this latest survey to help inform this important debate throughout 2024.

Please complete this survey by **noon on Sunday 31 December 2023** by clicking the button below.

COMPLETE THE SURVEY HERE

Please also ask your pharmacist colleagues to do the same.

Thank you in advance for your time and support.

Get involved with our Equality, Diversity and Inclusion (EDI) Networks

Pharmacy is an incredibly diverse industry, with a GPhC survey of registered pharmacy professionals in 2019 finding that 46% of pharmacists are from BAME backgrounds and 62% are women. To help celebrate and foster this diversity, in 2020 [NAWP](#) became a PDA Network for women pharmacists and we created the [BAME network](#) for pharmacists from ethnic minority backgrounds, the [LGBT+ network](#) for pharmacists who identify as part of the LGBT+ community, and the [Ability network](#) for disabled pharmacists.

The networks were also launched to help us meet the demands of our growing membership and advance our important work on equality.

While we help individuals stand up to discrimination through casework support, the networks work to proactively help pharmacists. Each network concerns itself with issues of special relevance to their members and addresses and campaigns around discrimination and its causes.

Membership of the EDI Networks is open to all pharmacists, not just PDA members. To find out more about any of our networks, including their recent work and how to join, click [here](#).