

Store based pharmacists pay settlement 2019

Following a series of constructive pay negotiations between Boots Management Services and the PDA Union, the following has been agreed for pre-registration pharmacists, pharmacists (including Relief Pharmacists, Care Services Pharmacists, Advanced Practitioners, and Specialist Practitioners) and pharmacist store managers in the bargaining unit for which PDAU is recognised:

That from 1 November 2019:

1. The total payroll cost for those in the Bargaining Unit (excluding Pre-Registration Pharmacists) will be increased by 1.8%
2. The increase in pay will be distributed as follows:

Role	Market range position	Increase awarded	Exceptions (consistent with previous years)
Newly Qualified Pharmacist (completed pre-registration in August 2019)	Within market range	1.5%	
Pharmacists	Within market range in quartiles 1 and 2	2%	Colleagues who have joined the company or received a salary increase since 1 August 2019 or had a performance rating of 'not performing' will be excluded from the November 2019 pay review
	Within market range in quartiles 3 and 4	1.8%	
	Above the market range	1% non-consolidated lump sum payment to be paid in November 2019	Colleagues who had a performance rating of 'not performing' will be excluded from this payment
Pharmacist Store Managers	Within market range in quartiles 1 and 2	2%	Colleagues who have joined the company or received a salary increase since 1 August 2019 or had a performance rating of 'not performing' will be excluded from the November 2019 pay review
	Within market range in quartiles 3 and 4	1.8%	
	Above the market range	1% non-consolidated lump sum payment to be paid in November 2019	Colleagues who had a performance rating of 'not performing' will be excluded from this payment

3. For the November 2019 pay settlement, Boots have confirmed that all colleagues within the bargaining unit who are substantively appointed and performing in role will be paid at least within the market range for their role.
4. Boots have reaffirmed their commitment to providing long-term fulfilling and enriching careers for pharmacists, with the opportunity to develop and progress over time. Boots will commit to enabling pharmacists to better understand the types of considerations that could support their development and pay progression relative to the market range in the future.
5. Pay review letters will be available to individuals before the November pay day. Colleagues will be able to access their letter via the benefits box system on 14/11/2019. The Benefits Box is available at www.thebenefitsbox.co.uk
6. Market ranges for roles within the bargaining unit will be available on Pharmacy Unscripted in line with the November pay cycle, from which colleagues will be able to calculate their position on the market range.
7. A colleague's performance rating will reflect their performance. The relative distribution should reflect business performance and individual performance.
8. It is confirmed that holiday pay is calculated to reflect average actual pay. This means that when a colleague takes their contractual annual leave (including service enhancements but excluding bank holidays), their holiday pay will be supplemented for any overtime (including Extra Duties and Lunchtime Payments) worked during the reference period. The current reference period is the 13 weeks prior to the date of the holiday being taken, which will be updated in line with forthcoming legislative change in 2020. The supplement is visible on the payslip as "HPSupp".
9. All company-assigned training* should be undertaken during working hours. If this is not possible colleagues will be entitled to receive pay or TOIL for time spent undertaking that training, to be arranged locally in conjunction with the line manager.
10. A joint working party will be established to review data on equality of pay between colleagues with different diversity characteristics currently recorded, such as age and gender.
11. The contractual working hours for pre-registration pharmacists only will be harmonised across the UK at 37.5 hours per week, with no loss of pay, to reflect the unique funding arrangements for pre-registration pharmacist salaries. This will mean a reduction of 2.5 hours per week FTE for those who work in England, Wales or Northern Ireland. Standard FTE working hours for newly qualified and other pharmacists will not be affected by this change.

Further communications to members of the bargaining unit, providing more detailed information will follow from both parties. Boots will also communicate any necessary briefing to line managers.



Paul Day
Director, PDA Union



Anne Higgins
Director of Stores, Scotland and Northern Ireland

* Company Assigned training is any training that is related to the role of a Boots pharmacist and colleague. This does not include training that a pharmacist is required to maintain their professional qualification or practice as a community pharmacist. This is an individual's own professional responsibility. Any one off NHS contractual changes which require significant capability intervention would be considered on an individual basis to be undertaken in working hours. This would be limited to 2 days per annum which is currently provided through the Let's Connect programme.