



The Old Fire Station
69 Albion Street
Birmingham
B1 3EA

To: Pharmacists employed at Superdrug

17 November 2024

Dear Colleague,

IMPORTANT UPDATE: Trade Union recognition

In response to many requests from pharmacists employed at Superdrug, the PDA Union is attempting to secure trade union recognition. If successful, this means we can represent you and your colleagues at work and negotiate directly with Superdrug to secure better terms and conditions for you.

This would include improved pay, hours, holidays as well as other benefits. Superdrug pharmacists can become health and safety representatives to monitor workplaces and help improve working conditions. Training is another area covered under a recognition agreement.

If you have read our general communications or attended the recent online meeting of Superdrug pharmacists, you will have seen how PDA recognition in Boots has positively impacted the working lives of pharmacists there by securing significant improvements to their pay and benefits; your Superdrug colleagues are now asking us to do the same for them.

We believe that Pharmacy Managers, Pharmacists, Relief Pharmacists and Trainee (Foundation) Pharmacists should be included in any recognition agreement. Up until very recently company management were trying to prevent Senior Pharmacy Managers (SPM) from also benefiting from recognition.

Fortunately, after discussions with PDA negotiators the company has abandoned their position after the Union submitted legal arguments to the CAC panel, who can independently decide the issue if no agreement can be reached between an employer and the union. We are very pleased that the company have now accepted that SPMs can also benefit from any recognition agreement that comes into force.

Superdrug could voluntarily agree to recognise the PDA Union at any time; however senior managers are telling us they want a ballot of the c.260 individuals employed in the above roles to decide. To secure recognition through that ballot, not only must there be more “YES” votes than “No”, but at least 40% must vote “YES”, which means more than 104 Superdrug pharmacists must vote “YES”.

We stress that the law says that even if 39% (c.100 people) voted “Yes” and nobody voted “No” that would be insufficient. It must be both over 40% in favour and a majority.

If you want to have a recognised voice in the workplace through the PDA Union then Superdrug pharmacists must be united to win this process and everyone should be encouraged to participate in a vote.

You can also help by:

1. Joining the union at <https://www.the-pda.org/join/> or scan this QR code



2. Talk with your fellow pharmacists and pharmacist trainees about how you can benefit from trade union recognition at Superdrug.
3. Register to attend future meetings of Superdrug pharmacists online by visiting: <https://www.surveymonkey.com/r/SuperdrugrecognitionPDA> or scanning this QR code



If you have any further comments or questions, please feel free to email me via superdrug@pda-union.org

Kind regards

A handwritten signature in black ink, appearing to read 'Mark Pitt', with a long horizontal flourish extending to the right.

Mark Pitt MRPharmS
General Secretary
PDA Union