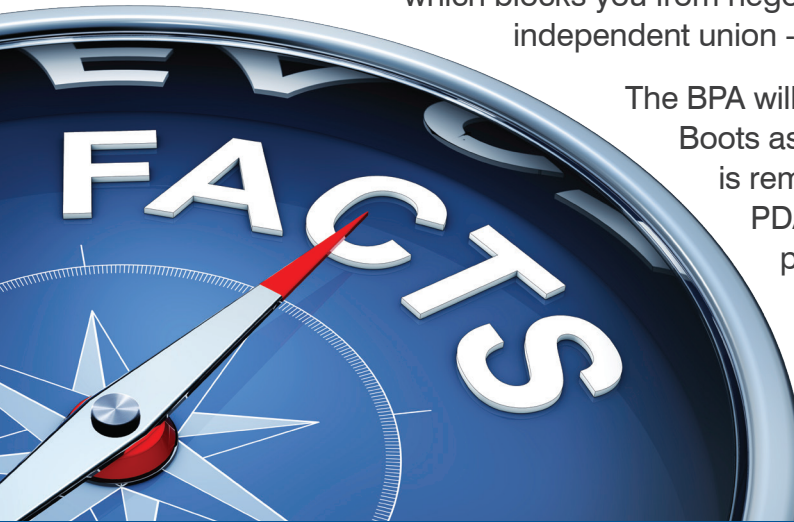


The PDA Union clarifies some of the issues around claims being made by the BPA

AT THE PDA UNION, it's important to us that Boots pharmacists and pre-registration graduates have all the facts they need to make an informed decision when voting on the derecognition of the BPA. Derecognition simply means removing the agreement made in 2012 between the BPA and Boots, which blocks you from negotiating better working conditions through an independent union - the PDA Union.



The BPA will continue to exist and have a relationship with Boots as it has done for 40 years if the agreement is removed. Thousands of pharmacists want the PDA Union to negotiate on their behalf and Boots pharmacists now have the opportunity to vote for a better future at work.

The PDA Union has vast experience in pharmacy and a passion for the profession, including over 250 years of combined experience, in its national team, of working for Boots.

In a recent communication from the BPA, there are some statements which we believe are confusing regarding the reality of the BPA's relationship with Boots. We believe it is important to let you have the facts.

...TIME IN LIEU

The BPA told you	The PDA Union clarifies
It secured your ability to take time in lieu as pay.	This is an employment contractual matter and the BPA has no power to bargain or negotiate with the company on such matters. Its agreement with Boots explicitly prohibits it. When you work extra hours above your contracted hours at the company's request, you are entitled to be recompensed for this. The BPA has no agreement to negotiate over your contract.

...PAY RISES

The BPA told you	The PDA Union clarifies
It secured above market pay rises.	The BPA can't "secure" pay rises for you, because it has no power to bargain with the company on such matters. Its agreement with Boots explicitly prohibits it. Boots is the UK's biggest pharmacy chain and itself has a significant influence on the market. The market data used is closely guarded and has never been revealed by Boots to its pharmacists. Hundreds of Boots pharmacists have missed out on an annual pay rise under Market Based Pay and the BPA has allowed this to happen.

...TRAINING TIME

The BPA told you	The PDA Union clarifies
It secured paid training time.	<p>The BPA can't "secure" payment for training, because it has no power to bargain with the company on such matters. Its agreement with Boots explicitly prohibits it.</p> <p>Boots recently announced pharmacists would be paid for flu vaccination training. So they should be; pharmacists' training time for this has already been factored into the fee which Boots gets reimbursed by the government for providing the service.</p> <p>In any case, we think it's only right that you are paid for training, either as part of your contracted hours or extra duties.</p>

...THE BPA'S RELATIONSHIP WITH BOOTS

The BPA told you	The PDA Union clarifies
"We are an independent association for Boots pharmacists which has your interests at heart."	<p>The BPA failed to get a certificate of independence. A government adjudicator said about the BPA "...there emerges, in my judgement, a clear image of a union that has over the years been drawn into a situation in which it is indeed liable to interference by Boots". He went on to comment that the BPA has a weak financial base and the BPA is liable to interference [from Boots] tending towards domination or control.</p> <p>BPA Executives David Greer, Phillip Yelling and Peter Woodward hold positions in contractor organisations representing the interests of Boots and other multiples and David Greer is a Council Member of Community Pharmacy Scotland, a contractor organisation. The Chief Executive Officer, Paul Robinson is also the chair of a Local Pharmaceutical Committee whose sole function is to represent the business and other interests of pharmacy owners, including Boots.</p> <p>Our view is that this is a significant conflict of interest with their BPA roles, since it may involve sitting on both sides of the same table on important matters.</p> <p>The PDA Union doesn't have this conflict. It represents only the interests of individual pharmacists.</p>

...HISTORY OF EVENTS

The BPA told you	The PDA Union clarifies
"Following discussion with the PDAU, Boots stood by its decision not to voluntarily recognise the union."	<p>When the PDA Union requested recognition with Boots in 2012, Boots arranged to meet with the PDA Union to discuss it. The day before the PDA Union meeting, Boots and the BPA made an agreement in secret, without asking Boots pharmacists. Boots made no mention of this at the meeting with the PDA Union. Boots was subsequently called "disingenuous" for this behaviour in a judgement from the Central Arbitration Committee, which said it had deliberately misled the PDA Union in order to buy time to create that agreement. The Boots Director of Stores HR admitted in court in 2012 that the agreement with the BPA was designed, in its totality, to ensure Boots pharmacists could not have negotiating rights over their terms and conditions at work.</p>

...CONSULTATIVE MEETINGS

The BPA told you	The PDA Union clarifies
The BPA holds five consultative meetings per year with Boots and has a "unique agreement" with the company.	<p>The BPA's agreement with Boots allows it to negotiate ONLY over the facilities for BPA officials (such as whether the Chief Executive of the BPA gets a company laptop and whether its executives could use Boots' photocopier for BPA business) and the machinery for consultation (such as when and where meetings will be held). The agreement explicitly prohibits negotiation on any other matters regardless of how often it meets with the company.</p>

...TERMS & CONDITIONS

The BPA told you	The PDA Union clarifies
<p>“When terms and conditions were harmonised between Boots and Alliance Pharmacy we worked with Boots UK to ensure a balanced package was introduced</p> <ul style="list-style-type: none"> • A significant number of pharmacists moved from single time to time and a half for Sundays • Over 1000 pharmacists also gained an extra week’s holiday to give six weeks holiday across the board, which is market leading in the community pharmacy sector.” 	<p>The BPA’s agreement with Boots explicitly prohibits it negotiating on pharmacists’ terms and conditions.</p> <p>Boots unilaterally cut pharmacists’ premium payments for Sunday and bank holiday working (many used to receive double time). The courts determined that this was unlawful. Boots and the BPA told pharmacists the cuts were legal and we believe that as a result, many pharmacists chose not to join the legal action and lost out on their potential claim.</p> <p>As standard, Boots pharmacists have to wait until they’ve accrued 20 years’ service to get 30 days holiday. Pharmacists with less than 5 years’ service get 25 days. In the NHS, staff get 27 days on appointment, 29 days after 5 years and 33 days after 10 years’ service (plus 8 bank holidays in each case).</p>

...STAFFING LEVELS

The BPA told you	The PDA Union clarifies
<p>“There was insufficient visibility and understanding of the ACI resource for pharmacists when working in stores... [the BPA has] asked Boots to make the ACI resource information available to pharmacists without the need for it to be accessed through the line management in each store and improve the understanding of the model.”</p>	<p>As with other things, the BPA may have asked for this, but it still hasn’t happened. In any case, before 2015, there was better visibility of ACI information to pharmacists, including time standards, readily available on Pharmacy Unscripted. This was withdrawn, and Boots doesn’t have to do anything for the BPA that it doesn’t already want to do.</p>

...FUTURE OF THE BPA

The BPA told you	The PDA Union clarifies
<p>“The loss of our collective bargaining agreement with Boots would seriously impact the effectiveness of the BPA and could cast significant doubt on its future.”</p>	<p>The BPA operated throughout its 40-year existence prior to 2012 without needing such an agreement. Once this is removed through derecognition, the BPA will continue to exist. A senior director of Boots has confirmed in court that the company relationship with the BPA will continue if it is derecognised.</p>

...OPERATING OUTSIDE COMPANY PROCESSES

The BPA told you	The PDA Union clarifies
<p>“We are constantly challenging Boots senior leaders in support of many of our members through grievance, disciplinary, contractual changes to terms and conditions and have significant success rates. We have an agreed process with Boots to speed up rectifying an obvious wrong, by the CEO dealing directly with the Heads of Customer Experience or where necessary escalating to the Divisional Director.”</p>	<p>The BPA’s process is outside any proper employment processes for dealing with these matters and has the potential to severely undermine pharmacists’ legal rights and their ability to secure a fair outcome.</p>





Vote YES for positive change.

Vote YES to secure your rights.

Vote YES to get an independent voice at work.

THE PDA  **union**
strength in numbers