



# NEWSBRIEF

For GMB Members in

# ASDA

# DISTRIBUTION

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## PRODUCTIVITY

Dear ASDA Members

AS you may be aware. There have been ongoing debates with the Company about the issue of productivity. Through the NJC GMB has argued that, where there is improvement in productivity ASDA workers need to share in the benefit through improvements in pay. The NJC has had a number of discussions with the management about rewarding productivity and for some period of time we have been considering the possibility of an incentive scheme for ASDA Distribution workers. GMB's position has always been that any incentive arrangements need to:

- Support safe ways of working. Health and safety must be the utmost priority.
- Protects the interests of those who cannot or chose not to participate in increased productivity arrangements.
- Is based on achievable workloads
- Delivers real pay benefits for workers.

At the NJC on the 13<sup>th</sup> May, we had further discussions on an incentive scheme, called My Incentive Plan (MIP).

In the very near future it is planned to run a trial on MIP at the Chepstow Site. The Company believe that Chepstow is the right place to run the trial as they have already achieved a Lean baseline. Whilst we are yet to see to the detail of the scheme, at present it will be based on pick activities only. The trial is also looking at a team based scheme. There should be local consultation on the trial, but we have also requested input from some of the NJC reps in order to ensure that there is proper visibility at a national level. It seems that we have agreed on principles of the scheme, i.e. it should not undermine safe working, protects individuals and is simple to understand. Only once the scheme has been trialled will we be able to make a proper judgement on whether it adheres to these principles

On a very positive note the Company has made it clear that they would not seek to introduce any productivity scheme that could have a negative impact on jobs. It has also been accepted by the business that each site is different and arrangements for introducing MIP would be site specific. It is emphasised however that MIP could only potentially be applicable at any site once Lean has been introduced.

The trialling of MIP does post certain risks, however there may be an opportunity for our members to get some reward for increased in productivity. It therefore seems sensible that we move forward with the trial and evaluate it as we go forward. Members will be of course be kept advised of developments.

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A handwritten signature in black ink, appearing to read 'Gary Smith'.

**GARY SMITH**  
**NATIONAL SECRETARY**  
**GMB – COMMERCIAL SERVICES SECTION**