

WILKO RESTRUCTURE

Dear Member

Contract Hours

One of GMB's key aims through the consultation has been to maintain people's current contract hours if they decide to move from a level 2 or 3 role to a level 1 position.

Discussions have been taking place with Wilko and management have agreed the following:

1. Where an employee decides to redeploy into a level 1 post their current contracted hours will remain the same where the store has the hours to do so. The only exception would be in extreme circumstances where the store would not be operationally viable. Example - 3 team members with a total of 75 contract hours are looking to be redeployed. The total hours available for redeployment in store are 80, then the 3 members will be redeployed on their current contract hours.
2. Where an employee decides they want to redeploy into a level 1 role but the store hours are less than peoples contracted hours. Example - 3 team members with a total of 75 contract hours are looking to be redeployed but the store hours available are only 65 hours.
 - a) Managers should work with their affected team members to identify what contract reductions they would be willing to agree to, in order to accommodate as many team members as possible by mutual consent.
 - b) Where this is not possible or agreement cannot be reached, then the following contract reductions should be applied and the selection matrix will be used.

(Managers should remember that they should look to maintain hours as close to current contract as possible):

Current contract size	Maximum hour reduction	New minimum contract size
30-35	-5	25-30
26-29	-4	22-25
22-25	-3	19-22
19-21	-2	17-19
17-18	-1	16-17
16 and below	0	To remain the same

Exceptions

There may be some stores, particularly in cases where the total store hours are reduced, where the above principles do not allow a viable store operation. Where this is the case, by exception only, each individual store will be discussed with GMB to address those issues prior to any decisions being made.

Pay Protection

GMB aim has been to protect members' pay for as long as possible. Wilko has offered 13 weeks' pay protection before the hourly rate is reduced. This is lower than the redundancy policy period which phases the reduction over 12 months. Management says that if it stuck to 12 months' pay protection it could not maintain peoples' contract hours. Wilko would have to reduce the number of hours available to employees who want to be redeployed into a level 1 post. This is not desirable from GMB perspective, however maintaining contracted hours at the same level or as close as possible is the priority because it minimises the reduction.

There is a 13 week trial period if a person decides to move from a level 3 or 2 role to a level 1 position. If a person decides during that period the job is not for them they can take the redundancy payment.

Wilko want employees to express their interest in being redeployed by Friday, **29th September 2017.**

Please speak to your GMB workplace rep or organiser for advice and representation.



GARY CARTER
GMB NATIONAL OFFICER

GMB—EXPERTS IN THE WORLD OF WORK

It can be as simple as a new manager, or a new way of working that causes you a problem at work. Guard against that day by joining GMB now. GMB membership covers you wherever you work. Only GMB members get GMB help. **IF YOU WORK YOU NEED GMB@WORK**

Join now at www.gmb.org.uk/join or fill in the form below

then hand it to your local GMB representative, or post it—simply write FREEPOST GMB on an envelope—you don't need a stamp or any other address details.

If you have any questions contact GMB: email info@gmb.org.uk or visit our website www.gmb.org.uk

FOR GMB USE ONLY	Section <input type="text"/>	Branch number <input type="text"/>	Membership number <input type="text"/>	Date of joining <input type="text"/>
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GMB membership application form PLEASE USE BLOCK CAPITALS

1 TELL US ABOUT YOU

Surname <input type="text"/>	First name <input type="text"/>	Title Mrs/Miss/Ms/Mr <input type="text"/>	Date of birth <input type="text"/>
Home address <input type="text"/>	Home phone number <input type="text"/>	Mobile number <input type="text"/>	Postcode <input type="text"/>
We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members Bangladeshi <input type="checkbox"/> / Black African <input type="checkbox"/> / Black Caribbean <input type="checkbox"/> / Black British <input type="checkbox"/> / Chinese <input type="checkbox"/> / Indian <input type="checkbox"/> / Irish <input type="checkbox"/> / Pakistani <input type="checkbox"/> / White <input type="checkbox"/> / Other: <input type="text"/>			Tick here if you do not wish to contribute to the GMB collective affiliation to the Labour Party <input type="checkbox"/>
National Insurance number <input type="text"/>	I agree to abide by GMB rules Signed <input type="text"/>	Date <input type="text"/>	

2 TELL US ABOUT YOUR JOB

Employer <input type="text"/>	Your job <input type="text"/>
Address where you work <input type="text"/>	How many hours a week do you work? <input type="text"/>
Postcode <input type="text"/>	Pay number <input type="text"/>
I give my employer permission to notify GMB of any future change of address <input type="text"/>	
I authorise my employer to pass my bank details on to GMB to activate my union membership – Signed <input type="text"/>	

3 PLEASE SELECT WHEN YOU WOULD LIKE THE DIRECT DEBIT TO BE DEDUCTED FROM YOUR ACCOUNT

If you are paid monthly	<input type="text"/> 1st day of the month*	<input type="text"/> 8th day of the month*	<input type="text"/> 16th day of the month*	<input type="text"/> 23rd day of the month*	<input type="text"/> Last day of the month*	* or next working day
OR if you are paid 4 weekly	<input type="text"/> 1st Friday	<input type="text"/> 2nd Friday	<input type="text"/> 3rd Friday	<input type="text"/> 4th Friday		

4 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form below and send to: GMB, 22 Stephenson Way, LONDON NW1 2HD

Service User Number

Name and full postal address of your Bank or Building Society branch	
To the Manager of <input type="text"/>	Bank/Building Society <input type="text"/>
Address <input type="text"/>	Postcode <input type="text"/>

Instructions to your Bank or Building Society: Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s) <input type="text"/>	Date <input type="text"/>
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For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

Name(s) of account holder(s) <input type="text"/>
Bank/Building Society account number <input type="text"/>
Bank/Building Society Sort Code <input type="text"/>

Banks or Building Societies may not accept Direct Debit instructions for some types of account

Reference number (GMB use only)