

WILKO COLLECTIVE CONSULTATION UPDATE

Dear Member

GMB priorities throughout the consultations have been to minimise the number of redundancies and protect peoples' contract hours and pay. Progress has been made on some issues and other matters are still being discussed.

Team Supervisor Posts

It has been clarified that persons wishing to apply for the new team supervisor post are not required to be fully flexible across the stores entire operating hours. Part time and/or full time hours should be available. Level 2 & 3 and Assistant Managers are fully entitled to apply for the proposed new team supervisor roles regardless of any current shifts, hours, flexibility, Sunday opt out etc. If you did not apply for any of these reasons, you should be allowed to, and you should be given an interview. If a current level 2 or 3 applies for the new team supervisor role and is successful they will have to make a new flexible working request.

Redundancy and Redundancy Payments

Level 2 & 3 employees were put at risk of redundancy. Those employees wanting to take redundancy should express an interest to management.

Existing level 1 staff wishing to be considered for redundancy will be invited to express an interest from week commencing 2nd October 2017.

The hours calculation for statutory redundancy payments will be based on, the highest of either:

- A. Contractual Hours
- B. Average over the last 12 months months (financial year February to February) or
- C. Average hours in the last 12 weeks of employment

Employees being made redundant will be entitled to reasonable paid time off to attend interviews.

Notice Period & Pay

Wilko has clarified that payment in lieu of notice (PILON) will be dependent on the operational requirements in each store. If you want PILON then you should ask your store manager.

Employees who work their notice will be asked to take their accrued annual leave during their notice period. If you have outstanding accrued annual leave when you leave this will need to be paid to you.

If you get a job during your notice period and want to leave before your notice has expired Wilko has said they will look favourably on these requests. You will still receive your redundancy payment, but you will not be paid the balance of your notice.

Pay Rise & other Terms & Conditions

- The 1% pay rise due on 1st October will be paid and factored into redundancy payments.
- Staff discount will be available for 12 months following redundancy.
- Clothing Allowance due in October 2017 will be paid.
- Long service awards will be honoured during an employee's notice period.

Redeployment & Contract Hours

Where an employee decides to redeploy into a level 1 post their contract hours should be maintained at their current level where the store has hours to do so. Where a store doesn't have enough hours then hours should be kept as close as possible to the person's current contract hours. Full details are available in GMB Bulletin 12.

GMB asked for people to be able to keep their current hours in peak Christmas time and not employ temps. Wilko said, they will review this on a store by store basis and where they are able to implement this then we will look to put this in place. Management say that Christmas temp requirements vary across all stores, with not all stores having the requirement for any. Where they are needed, this will often be to increase the number of team members available at the same time (e.g. additional cashiers to open more tills during the peak trading period) and therefore maintaining an individual's hours may not provide cover for the additional required shifts. Where it does however, then they will look to support this proposal.

Permanent employees take precedence over temporary staff. Wilko has said temporary contracts should not be extended past 14th October and temporary staff should not be given permanent contracts.

Redeployment opportunities will be made available in nearby stores, new stores, and distribution centres.

Anyone who was promoted to level 2 and is in their 13 week probationary period can step back down to their previous post without loss of hours.

If a level 2 or 3 wishes to take a level 1 post then their flexible working agreement will remain in place.

Sunday Opt outs will still apply.

Pay Protection & Trial Period

If an employee decides to redeploy into a level 1 post then they will receive 13 weeks' pay protection at their current hourly rate.

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.

Level 1 Tasks

Wilko has proposed a new job profile for level one. We've asked for this to be job evaluated and we've raised members' concerns with management. Please give your GMB workplace rep or organiser your views on the new job tasks.

Next Steps

The next collective consultation meeting is on 5th October 2017. Keep your questions coming and we will keep GMB members updated on developments.

There are lots of discussions to be had at store level, so involve your GMB rep.

For advice, assistance and representation, please speak to your GMB workplace rep or organiser.

If you wish to join GMB you can do so online at www.gmb.org.uk or speak to your local GMB rep or contact your local GMB office.



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 <input type="text"/>	Mrs/Miss/Ms/Mr	Date of birth <input type="text"/>
Home address <input type="text"/>	Postcode <input type="text"/>	Home phone number <input type="text"/>	Mobile number <input type="text"/>	Email <input type="text"/>
We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members				Tick here if you do not wish to contribute to the GMB collective affiliation to the Labour Party <input type="checkbox"/>
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"/>				
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"/>	Postcode <input type="text"/>
How many hours a week do you work? <input type="text"/>	Pay number <input type="text"/>
I give my employer permission to notify GMB of any future change of address <input type="checkbox"/>	
Pay date <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) Date |

Name(s) of account holder(s)

Bank/Building Society account number

Bank/Building Society Sort Code

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.

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

Reference number (GMB use only)