

## Wilko Retail Restructure

Dear Member

GMB priorities throughout Wilko's retail restructure were to minimise and reduce the number of redundancies and protect people's contract hours and pay. Back in August 17, 3,712 Wilko employees were put at risk of redundancy. This has been a very stressful and difficult time for everyone. Through the collective consultation period 2,663 people were either promoted or redeployed. 1,030 are taking redundancy and 19 people are being made compulsory redundant.

It is fair to say that the redundancy figure would have been substantially higher if it were not for the agreement reached between GMB and Wilko to protect people's hours if they chose to redeploy.

Wilko added additional tasks to the level 1 role and although this was job evaluated and the rate of pay has remained the same, GMB firmly believes the Level 1 rate of pay should be increased to reflect the extra tasks being done and to ensure Wilko staff are paid a living wage.

We will be pursuing this at pay negotiations which will start early in the New Year.

### Update and Clarity on Trial Periods

Trial in new role for all team members redeploying from Level 2 and Level 3 position to a Level 1 role started on 23rd and 30th October. Those stepping down to L1 remain being paid their higher rate of pay during this trial period (13 weeks). During the trial period, Team Members should have the opportunity to fully trial their new role e.g. to complete shifts on the till and / or on the shop floor completing customer facing duties.

It has been confirmed at head office that once a team member has stepped down to Level 1 that they will do only the level 1 tasks and not training up the new level 3's as this is for the management team to be doing.

There will be a transition period and team members may need to support the operation whilst new TMs are being trained up and therefore can be scheduled for key holder tasks as in their previous roles to allow the operation to move over to the new structure. (e.g. this is the same principle as the current duty managers/keyholders who will continue to do this role for the next 6 weeks before then switching over to the new key holders at £9.75 per relevant hour on 3rd December).

There is a lot of activity with people taking redundancy, working their notice, undertaking their trial period and doing a new role. If you have any questions or problems, please contact your local GMB rep or GMB Office.

If you wish to join GMB you can do so online at [www.gmb.org.uk](http://www.gmb.org.uk) or speak to your local GMB rep or contact your local GMB office.



**GARY CARTER**  
**GMB NATIONAL OFFICER**

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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](mailto:info@gmb.org.uk) or visit our website [www.gmb.org.uk](http://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="text"/>	
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	Bank/Building Society
To the Manager of <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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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"/>

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) <input type="text"/>
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