



## **GMB STATEMENT – 7 DAY WORKING – 25<sup>th</sup> MARCH 2019**

Dear Colleagues,

As you are aware GMB met with the senior board members at the recent IR meeting dated 14/3/2019.

GMB relayed the strong feeling amongst our membership that little or no consideration has been given to their work/life balance and that the infrequency of two consecutive rest days may have implications for health and safety. As a result of this meeting a commitment was made by the senior leadership team to revisit the 7 day delivery work rotas and relook at the costing and feasibility around what movement could be achieved within the constraints of current contracts and the requirement to implement 7 day working. The company made it very clear that there needed to be a 7 day operation as part of their focus due to necessity to get Wilko back to being a profitable company.

**On your behalf the DC Convenors served formal notice to the company on 20/3/2019 with the following requests:**

- More acceptable rotas that recognise safety in addition to a fair and healthy work/life balance to be presented to members within 10 days.
- Subject to delivering point 1 and under duress the members are prepared to work the original rotas for a period of not longer than 28 days from the 31/03/2019. This is to allow consultation regarding the newly presented rotas.
  - Any new accepted rota to be in place on or before the 28/04/2019.
- Should any of the above be unachievable for any reason GMB reserve the right to raise a formal dispute on behalf of members at any point during the process.

Collectively the GMB convenors and the Senior Wilko Leadership team met up again for the company to share the results of relooking at the rotas on 21/3/2019. They have provided the costing below and agreed to move on the 5/6 contracts providing 2 weekends off over an 8 week period whilst a more permanent solution can be explored. It was agreed that any proposed permanent solution will have team member input and more transparency as the GMB felt this was a failing in the recent process due to the timescales of when the rotas were finally shared. After feedback, the 5/7 nights rota at DC1 was reviewed in isolation to the days rota, to enable more days off together and therefore the company had already agreed for there to be a difference to the day shift rota. DC2 already has a similar night rota in place due to operating a different night function.

Although we welcome the movement for the 5/6 and DC1 night team we recognise there may be disappointment from the 5/7 days contracted team members due to the lack of movement with their rotas.

Please be aware the following comments and information are supplied by the company and not the GMB.

## Company comments & Proposed Interim 5/6 Rota

The option of providing 2 Saturday's off across the 8 week cycle of the 5/6 work pattern has been reviewed to assess the impact of agency requirement:

5 over 6	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
	OFF			OFF				OFF	OFF						OFF	OFF				OFF			OFF				OFF	

1456 hours investment per week in agency TM's, at a cost of **£72k per period** / £956k per year, across both DC's (excludes recruitment costs)

The option of doing this is an interim solution only, not a permanent one - 28<sup>th</sup> April to 29<sup>th</sup> June 2019

This would be a compromise based on current challenge GMB have raised, to allow further time for a permanent solution to be agreed. We have agreed for the additional cost in the short term, however, this is not sustainable and **cannot continue beyond 29<sup>th</sup> June 2019**

## Company comments 5/7 Contracts

As agreed, all 5/7 rotas have been reviewed for alternatives, as requested.

If a further weekend was scheduled off for Team Members on a 5/7 work pattern, the impact would be as follows:

2506 hours investment per week in agency TM's, at a cost of £124k per period / £1.6m per year across both DC's (excludes recruitment costs)

**Over 2000 hours for over 200 Team Members in DC1 have been invested in contract uplifts – This will reduce our opportunity to flex**

The option of increasing days off together during the week cannot be achieved without increasing the amount of weekend days worked or drive further agency requirements in, over and above the cost already stated.

## Company comments DC1 5/7 Night Contracts

5 over 7 - Nights	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
	OFF							OFF	OFF					OFF					OFF	OFF				OFF	OFF			

8 week cycle including 5 Saturdays and Sundays worked in 8 week period

**3 weekends off in 8 weeks**

**2 nights off together, 6 times over 8 weeks**

4 single nights off in 8 weeks

## What Happens Now?

Please be aware that the company have been clear that the offer is the maximum they are able to move, and that the Convenors believe that the offer is unlikely to enhance any further by means of negotiation.

The GMB would also like to highlight to enable you to make an informed decision that company would revert the 5/6 contracted team members back to the previous rota (working all Saturdays) after 29/06/2019 if an acceptable permanent solution cannot be agreed by this date.

**As previously stated, an indicative ballot will take place with all DC based GMB members to gauge whether the company's movement is understandable and acceptable in the short term. Please check all your contact details are up to date to ensure you receive your ballot.**