



Make sure your voice is always heard

Vote **NO** to derecognition and your views will always count, both individually and collectively, in the ever-changing Boots Pharmacy world.

Support the BPA. Vote NO to derecognition.

We Listen

We regularly consult with our members to seek their views through direct surveys, emails and personal contact.

We act

We formally meet with the Boots Executive FIVE times per year to feedback these views and debate professional issues that affect the everyday lives of Boots Pharmacists.

We succeed

We represent individual Boots Pharmacists in disciplinary and grievance meetings and performance review appeals with an excellent record of success.

To visit the BPA campaign brochure, [click here](#)

To hear what some of our members say about the BPA,



Support the BPA.

Vote

NO

to de-recognition.

www.bpa.website



We have been asked questions by Boots Pharmacists in recent days about our collective bargaining agreement and our ways of working with Boots. Here are the questions and answers which will hopefully clarify the situation.

Frequently Asked Questions:

Why are we having this vote?

The PDAU is supporting an application made by six Boots pharmacists to have the BPA's agreement with Boots de-recognised, the ballot will determine the outcome.

Is the BPA not part of Boots?

The BPA is independent from Boots and it is a not for profit organisation run for the benefit of its members. The BPA Executive comprises of Boots Pharmacists elected by its members. Our Chief Executive is not employed by Boots (he is self-employed consultant with huge experience of the world of community pharmacy).

Why do you think that it's OK not to have bargaining rights on Pay Terms and Conditions?

Under our current agreement with Boots, the BPA is recognised for having *'collective bargaining rights for the purposes of negotiation relating to facilities for its officials and the machinery for consultation in respect to matters upon which Boots will consult with the BPA.'* These facilities are not whether the Chief Executive of the BPA gets a company laptop and whether its executives could use Boots' photocopier for BPA business but is the provision of backfill and office facilities as examples to enable the BPA Executive to support its members. The machinery referred to in the arrangements is the commitment to a minimum of five meetings per year whereby Boots *'will involve the BPA on a consultative basis when any major business initiative affecting pharmacists is being proposed. Such initiatives would include:*

- Significant organisational change
- Significant change to working practices
- Changes to Terms and Conditions
- Advanced notice will be given of Boots' pay proposals and these can be responded to
- New business initiatives with clinical impact
- New business initiatives with operational impact'

We believe that a statutory approach would be no more effective than the current collaborative agreement.

Can the PDAU get pharmacists a better pay increase and salary?

The ways of working between the BPA and Boots has resulted in pay increases for Boots Pharmacists during a period of overall decline in salaries in the market of 1.5%.

In addition, the BPA negotiated an almost unbeatable pension package for Pharmacists when the Boots pension's scheme changed some years ago. Boots Pharmacists also benefit from a generous holiday allowance.

We do not believe that the PDAU with a statutory collective bargaining agreement could achieve more for Boots Pharmacists with regard to pay, holidays and working hours, than the BPA has been able to through its' tried and trusted ways of working with Boots.

What are the implications of de-recognition to the BPA?

If the BPA were to be de-recognised, we would lose the agreement that we have with Boots which includes the unique ability to collect and convey members' opinions to the senior Boots management team at our regular meetings.

It may also make it harder for us to represent you at disciplinary or grievance meetings, as we would no longer necessarily be allowed paid time off to attend on your behalf.

How "big picture" is your view?

Our executive has an exceptional depth of understanding, knowledge and experience of community pharmacy. We have a Chief Executive and a Chair of two separate LPCs and representation on local contractor committees in Scotland within our team.

The PDA Union believes that this is 'a significant conflict of interest with their BPA roles'. On the contrary the BPA believes this representation in external organisations, allows a big picture view to help create a sustainable future for Boots Pharmacists and community pharmacy in general. Any potential conflicts of interests are managed through the governance of the individual organisations involved.

Why should I vote for you vs PDAU?

The key differentiator between the BPA and the PDAU is that the BPA is run by Boots Pharmacists, for Boots Pharmacists. This means that we understand how the Boots operation works and how best to help and support members when things go wrong. We also have regular access to the most senior management team within Boots, so we are able to resolve issues rapidly and effectively – crucially this is a well-established relationship which has been in place for 45 years.