



Boots
Pharmacists'
Association

CHAMPIONING THE ROLE AND CONTRIBUTION
OF BOOTS PHARMACISTS

DE-RECOGNITION UPDATE

15 November 2017

Central Arbitration Committee (CAC) decision announced

You will be by now no doubt aware that today, 15 November 2017 the Central Arbitration Committee (CAC) ruled in favour of the application by the PDAU on behalf of six Boots pharmacists to de-recognise the Boots Pharmacists Association. We are surprised and disappointed at the decision, given the low level of evidence of support for derecognition of the BPA as demonstrated within the PDAU application. Accordingly we remain confident of a positive outcome as the process continues to the next stage.

What happens next

Boots, the BPA and the six pharmacists backed by the PDAU will now enter a negotiation period to see whether a voluntary agreement can be reached. This period is anticipated to last for four weeks.

During the negotiation period, the CAC will encourage Boots, the six pharmacists backed by the PDAU, and the BPA to come to an agreement to ensure the continued union support for pharmacists going forward, and there will clearly be several options discussed. We will keep you informed as the negotiations progress and will seek your opinion on the way forward as and when necessary.

Should we fail to reach an agreed outcome during these negotiations then this will lead to the next step in the process which will be a secret ballot where all pharmacists in the bargaining unit will be asked whether to vote for or against de-recognition of the BPA.

If the outcome of the ballot is in favour of de-recognition of the BPA then the current agreements between Boots and the BPA will cease. However, this **does not** mean that the PDAU will automatically be recognised for collective bargaining by Boots. They will have to either; apply for a voluntary agreement directly with Boots, or formally apply to the CAC for another ballot to take place to get sufficient support from all pharmacists.

Please be assured that whatever the outcome we will continue to support our members. We remain committed to keeping you up to date with the latest updates as soon as we have more news.



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