

Boots vs LloydsPharmacy: the Union Difference

When staff join together into a strong Union it can make a significant difference in fairer and better conditions. Boots recognises Mandate for the purpose of negotiation and representation. Terms and conditions listed are based on Mandate's main collective agreements with Boots Ireland and those reported by Mandate members employed by LloydsPharmacy Ireland.

DESCRIPTION	BOOTS	LLOYDS PHARMACY
Pay scales based on service	3 point pay scale	None
Customer Assistant Payscales (hourly rate)	€10.49, €11.88, €13.24	Starts at minimum wage with no set increments
Customer Advisors/Healthcare Assistants (hourly rate)	€11.59, €12.70, €14.08	Starts at minimum wage with no set increments
Dispensers/Technicians	Salaried €26-36K per annum	Varies, no pay structure
Sick pay scheme	Paid sick days up to a maximum of 25 days	None
Use of zero hour contracts	No, hours secured by contract	Zero hour contracts in use
Annual leave entitlements	22 days then: +2 days after 5 years +2 days after 10 years +1 day after 15 years	20 days
Key holder allowance	Yes, top up to hourly rate	None
Sunday & Public holiday premium	Time + 1/2	Time + 1/3
Pension scheme contributions	Company matches contributions up to 6% of earnings	None
Christmas bonus	Yes, one week's pay	Thank you voucher
Maternity benefit above statutory entitlements	Extra weeks' pay	None
Long service related bonus	Yes at 10, 20, 30 & 40 years	None
Employee discount	22.5% on Boots purchases 12.5% on non-Boots products Discount is doubled to 45% & 25% for 10 days of the year Additional discount card for family member	20% on all purchases 10% on prescriptions