



Proposed Changes to the Allocation of Additional Hours and Increase to Rates of Pay

Tuesday July 23rd 2019

Details of the fully recommended pay deal is as follows:

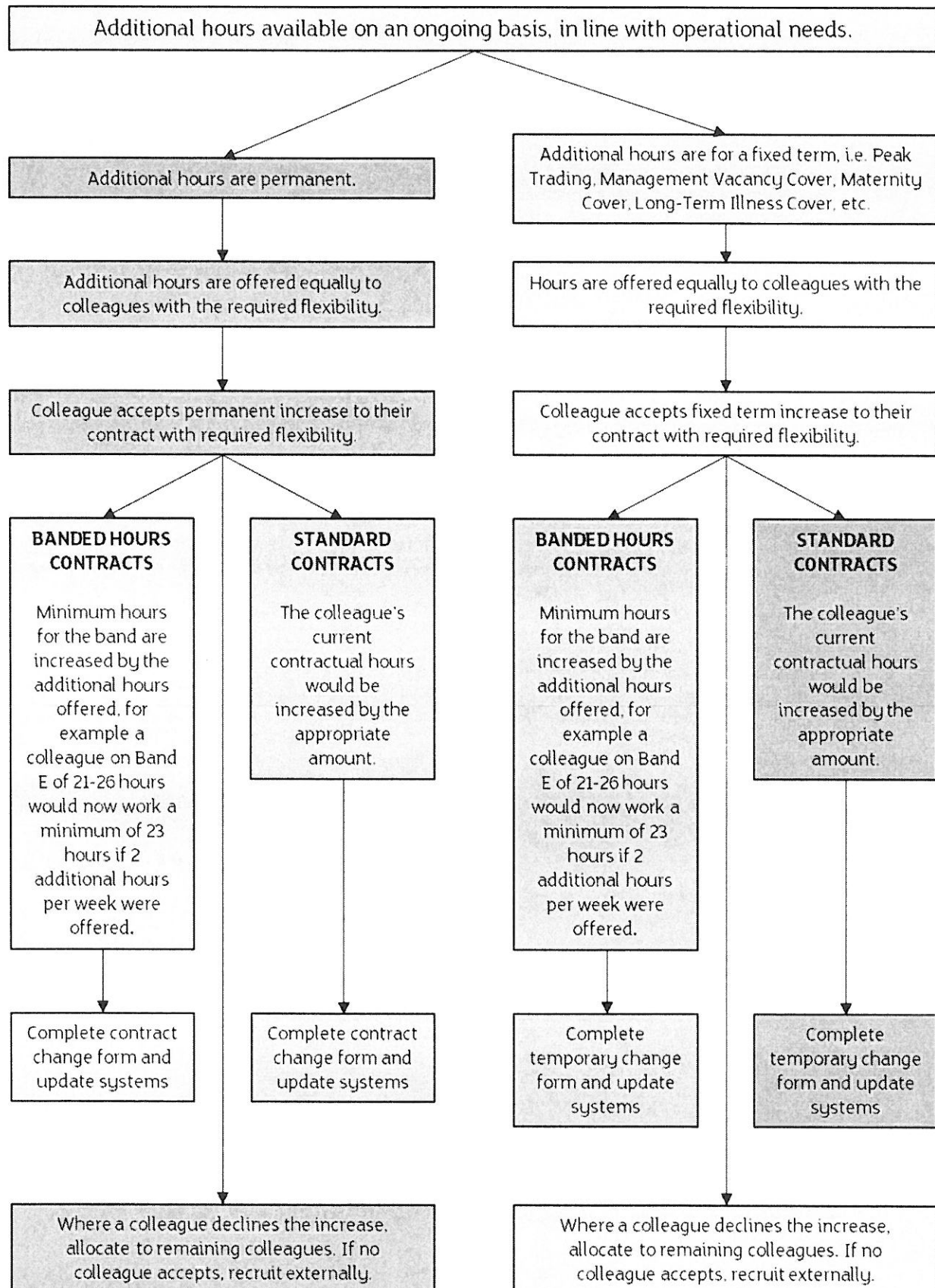
1. Allocation of Additional Hours

The Company recognises that from time to time additional permanent or fixed-term hours may become available in a store. The Company will offer these additional hours to existing colleagues, in line with Section 5c of the Argos-Mandate Agreement dated October 17th 2013.

Store Managers will complete a register of all additional hours that colleagues can work during the Peak Trading period. Additional hours for Peak Trading will be offered to existing colleagues in the first instance, in line with Section 5d of the Argos-Mandate Agreement dated October 17th 2013. Both parties acknowledge that the Company will still need to recruit Temporary colleagues for Peak Trading, but the Company will seek to minimise this.

Where additional permanent or fixed term hours become available in a store, the Company will seek to allocate these using a selection process, in line with Section 5e of the Argos-Mandate Agreement dated October 17th 2013. The Company will publish this selection process in all stores. This selection process is set out overleaf.

Process to Allocate Additional Hours – July 2019



2. Banded Hours Contracts

The Company will abide by the Employment (Miscellaneous Provisions) Act 2018 where a colleague believes that their contractual hours are not representative of their actual working hours over a 12-month period. Colleagues who believe this is the case should inform their Store Manager and request in writing to be placed within the appropriate Band.

In relation to Christmas Bonus, this will continue to be paid at 1 week's contractual hours based on the qualifying week in November. For colleagues on Banded Hours contracts, this will be paid based on the entry point hours for the relevant band in which the colleague sits at that point.

3. Increase to Current Rates of Pay

All colleagues will receive a 2.5% increase to their current rate of pay, effective from Monday July 1st 2019. No further changes to rates of pay will be made before July 1st 2020, except for any changes required by legislation.

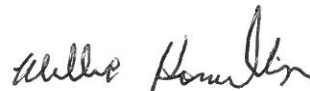
Please use your vote and support this year's pay claim

Signed on behalf of Argos:



Andy McClelland
Operations Manager – ROI & NI
Argos
July 23rd 2019

Signed on behalf of Mandate:



Willie Hamilton
Divisional Organiser
Mandate Trade Union
July 23rd 2019