



Boots Retail Ireland Limited  
And  
Mandate Trade Union  
Pay Proposals

April 2022

# 1 Preamble

This document confirms the details of an agreed proposal reached between Boots and the Mandate negotiating teams regarding pay for the period April 1<sup>st</sup> 2022 - March 31<sup>st</sup> 2024. Therefore concluding the 2020/22 pay agreement on the 31<sup>st</sup> of March 2022. These proposals set out an agreement which includes a number of key elements:

- 1. Pay Proposal for Customer Assistant and Advisor scale**
- 2. Resolution of pay harmonisation of Customer Assistant and Advisor team member rates as illustrated below in Table 1 and Table 2.**

## 1.1 Company Pay Timescales

The next pay review for this population will be April 2024. All pay reviews will have regard to Company performance and market conditions.

## 1.2 In Scope - Applicable Grades:

All Customer Assistant and Advisor level covered by the 2009 agreement, who are on a fixed hourly pay rate.

# 2 Pay Proposal

In order to address the pay claim submitted by Mandate Trade Union, the following proposals have been tabled.

- From April 1<sup>st</sup> 2022 a 0.55 cent per hour pay increase will be awarded to the post 2009 pay scale for Customer Assistants and Advisors.
- From 1<sup>st</sup> April 2023 another 0.55 cent per hour pay increase will be awarded to the post 2009 pay scale for Customer Assistants and Advisors.
- The duration of this pay agreement is 24 months from 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2024. The 0.55 cent per hour for the April 2022 increase will be applied at the earliest opportunity following acceptance of ballot and backdated to April 1<sup>st</sup> 2022.

In order to achieve this pay review, some discretionary and non-guaranteed benefits will no longer apply and will be reinvested into hourly rates for in-scope team members, such as the discontinuation of the discretionary non-contractual company performance based bonus scheme and the discretionary half day Christmas shopping day. The rates from 1<sup>st</sup> April 2022 and 1<sup>st</sup> April 2023 will rise as follows:

**Table 1 - Customer Assistants**

<b>Current Rate</b>	<b>1<sup>st</sup> April 2022</b>	<b>1<sup>st</sup> April 2023</b>
	<b>+ 0.55 cent per hour</b>	<b>+ 0.55 cent per hour</b>
<b>€ 11.24</b>	<b>€ 11.79</b>	<b>€12.34</b>
<b>€ 12.74</b>	<b>€ 13.29</b>	<b>€13.84</b>
<b>€ 14.19</b>	<b>€ 14.74</b>	<b>€15.29</b>

**Table 2- Advisors**

<b>Current Rate</b>	<b>1<sup>st</sup> April 2022</b>	<b>1<sup>st</sup> April 2023</b>
	<b>+ 0.55 cent per hour</b>	<b>+ 0.55 cent per hour</b>
<b>€ 12.42</b>	<b>€ 12.97</b>	<b>€13.52</b>
<b>€ 13.60</b>	<b>€ 14.15</b>	<b>€14.70</b>
<b>€ 15.09</b>	<b>€ 15.64</b>	<b>€16.19</b>

### **3 Resolution of Pay Harmonisation**

- 3.1 A small number of Customer Assistants are earning above €14.19 per hour on the pre-2009 scale. The resolution of pay harmonisation now means that all remaining pre 2009 Customer Assistants will assimilate to the post 2009 scale from 1<sup>st</sup> April 2022 moving to the rate of €14.74 per hour. See Table 1.
- 3.2 Those remaining colleagues who are in receipt of a rate higher than the pre 2009 €14.19 rate e.g. €14.20 per hour will also receive a partial lump sum payment equivalent to an amount that they would have earned had they received a 0.55 cent increase in April 2022. The mechanism for calculating the lump sum payments would continue as per the previous agreements. Calculations would be inclusive of Sunday premiums. All payments are gross and subject to taxation.
- 3.3 Should this agreement be accepted the mechanism for side bar lump sums will cease in April 22 as the post 2009 scale exceeds the rate of pay for the role of Customer Assistant.
- 3.4 The 2016/18 Agreement confirmed there would be no future increases on the rates of the pre 2009 scale. These rates remained indefinitely frozen until these rates assimilated with the post 2009 scale. In addition any outstanding claim regarding movement of increments within the pre 2009 scale were permanently resolved and eliminated.

Acceptance of this Agreement confirms pay rates for Customer Assistants and Advisors to 31st March 2024. Unless specifically changed by the terms of this agreement the terms of all other agreements remain unchanged.

These proposals are being tabled on the basis that they are being recommended for acceptance. In the event that they are rejected they are deemed to be withdrawn and are without status.

**Date of Agreement:** \_\_\_\_\_

**Signed for Boots Ireland:** \_\_\_\_\_

**Signed for Mandate Trade Union:** \_\_\_\_\_