

11<sup>th</sup> August 2022

Lorraine O'Brien & Jonathan Hogan  
Mandate Trade Union  
O'Lehane House  
Cavendish Row  
Dublin 1

Dear Lorraine and Jonathan,

As you are aware, we have announced changes to the retail structure within our ROI stores. This will allow Primark to have a simplified management structure and to align our management numbers per store across all stores. These changes will help meet the evolving needs of our business and customers today.

As a result of these changes, a number of colleagues were put at risk of redundancy on 29<sup>th</sup> June 2022.

Following consultation and meetings with Employee Representatives and the Mandate Trade Union national negotiating team we are now in a position to outline below proposal outlining a range of options including redundancy terms and re-deployment. All of the options outlined in this proposal will which take effect on 17<sup>th</sup> September 2022.

## Scope

This proposal applies to a defined list of colleagues in the following roles:

- Sales Floor Supervisor,
- Stockroom Supervisor,
- Cash Office Supervisor,
- Saturday Supervisors, O'Connell Street store,
- Shift Leaders, Patrick Street store.

## Redundancy Terms

- Enhanced redundancy package of 4 weeks' pay per year service (inclusive of statutory entitlement).

- It is calculated based on average earnings over a 52 week period (from 6/6/21 to 4/6/22).
- The average earnings include weekly pay, overtime, holidays, Christmas bonus etc.
- No cap applies to the redundancy payment.
- Tapering removed for those over 60 years of age however redundancy payments cannot exceed what would have been earned had someone worked up to the company normal retirement age 65.

## Redeployment options\*

In the event that colleagues wish to remain with Primark, the following options are available:

### 1) Team Manager roles:

- Colleagues may apply and be accepted for this role through the normal recruitment process.
- Successful applicants can trial this role for a period of up to 3 months (final decision to be made by 3<sup>rd</sup> December 2022).
- If having trialled the role the colleague deems it unsuitable, these colleagues can then avail of the redundancy option as outlined above.

### 2) Head Office roles:

- A list of vacant roles in Arthur Ryan House have been compiled and colleagues can apply through the normal recruitment process.
- This list has been circulated as a potential option for those interested.

### 3) Retail Assistant roles:

- In the event that a colleague wishes to stay with the business they may choose redeployment to a Retail Assistant role.
- Colleagues must contact the P&C team on [PeopleandCultureROIRetailteam@primark.ie](mailto:PeopleandCultureROIRetailteam@primark.ie) who will arrange a meeting to discuss this option in their store or a store in a nearby location.
- Where this is the case, we will find a role for the colleague. The following will be applicable:
  - i. A minimum of Band C (20-24 hours) will be made available. The company will endeavour to facilitate a higher Band where possible.
  - ii. Rate of Pay will be the top point of the Retail Assistant scale (€16.91 per hour).
  - iii. The colleague will be required to be fully flexible with regard to their hours, days and pattern of work.
  - iv. Primark will buy out the financial loss (hours and rate of pay) to the value of 18 months loss.

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*\*excludes Saturday Supervisors, O'Connell St and Shift leaders, Cork who remain in existing role.*

We believe this is the right thing for our evolving business to help set us and our teams up for success in the future. We recognise that this change is difficult for all who are involved, we will be doing all we can to support all the colleagues who are affected by the proposed restructure.

Yours sincerely,



**Michelle Whelan**  
**Head of People & Culture Retail ROI**