

## Collective Consultation Update

Dear Colleagues

Your National Forum representatives and I met with the company on Tuesday, 17th May as part of the on-going formal consultation process regarding the following areas of the business:

- Petrol Filling Stations
- Warehouse Simplification
- Admin Changes
- TUPE transfer of Customer Cafes to Compass.

An update of briefings to date from across the estate was provided by ASDA on these proposals. Copies of the proposed selection Matrix for Admin and Petrol Filling Stations was provided to the Forum.

A number of issues regarding the Admin proposals have been raised by the Chair of the Forum regarding the job tasks currently being carried out by colleagues that are additional to the list of the role tasks as laid out. This is to be clarified.

An overview of the provisions that are to be introduced regarding CCTV and remote monitoring of these stations has been provided, and arrangements are in hand for David Imms GMB Forum rep to see the system in operation.

Warehouse simplification resulted in a requirement for ASDA to provide additional information regarding these proposals in particular a spread sheet detailing the breakdown of hours and all contingencies as there appears to be areas that at present may not have been factored in to these proposals. We have requested that these details be provided prior to the Warehouse simplification proceeding.

The TUPE Transfer of Customer canteens led to significant discussion in regard to Compass and their known position in the use of Zero Hours Contracts. We were informed that unfortunately the Compass Director was unable to attend due to pressing matters and had apologised and confirmed attendance at the next meeting.

Regarding Zero Hours Contracts, we have been assured that ASDA colleagues transferring across to Compass should have no concerns or fears as they will be provided with written confirmation as will the GMB Forum that Compass have no intention of this arising for those colleagues affected by TUPE and that this has been the case with the bulk of customer canteens within the business who had previously transferred over some two years ago.

A number of additional issues were discussed regarding Food to Go, Canteen facilities and water bottles at Check outs. All of these the company have committed to, will be updated and clarified to Stores so that we have a universal standard. This will resolve any disparity or confusion that may have arisen at Store level.

It was highlighted that some stores appeared to be offering "Star Points" to colleagues if pickers achieve 120 up to 150 items per hour. If this is the case in any of your stores please ensure that you use the escalation process at local level in the first instance and pass on evidence of this to myself at National level or to your National Forum Representative.

Yours Sincerely

*Harry Donaldson*

Harry Donaldson  
National ASDA Coordinator