

Wilko Pay - Final Pay Offer 2018

Dear Members

GMB reps met with Wilko Management on 18th January for a financial briefing and then again on 24th January for Pay Talks.

Following the return of the pay surveys and discussions amongst the negotiating team we presented the following 2018 GMB pay claim to Wilko on 24th January:

- A. Pay Increase above the rate of inflation (Retail Prices Index 4.1%).
- B. Pay for team members under the age 25 to be aligned with the rate for 25's and overs.
- C. £10 celebratory voucher
- D. New Year's Day to be a non-trading day as agreed to be reviewed as part of the 2017 pay talks.

After seven years of declining profits, Wilko will make a loss this year. Despite the negative news and difficulties across the retail sector, the pay talks were positive and we made progress on all four points.

Final Pay Offer

During negotiations management moved from their original positions and an improved and final offer has been negotiated.

The Pay Offer for 2018 is a two stage offer (1st April & 30th September 2018)

- A. The proposed basic rate for a Level 1 employee (aged 25 & above) will increase from £7.73 to £7.84 per hour from 1st April and then rises to £8.00 per hour from 30th September 2018. The pay rise is worth 2.46% for the 12 month period and is an increase of 3.49% on the hourly rate, i.e. £7.73 to £8.00 per hour. The proposed rates for Supervisory levels in DC and Retail and Head Office non-executive team members on higher than Wilko minimum rates will increase by 1.42% in April and then by 3.49% on 30th September 2018. This is an increase of 2.46% for the 12 month period.
- B. The proposed basic rate for under 25's will only increase by 5 pence an hour from £7.38 to £7.43 per hour from 1st April but then increases by 27 pence per hour to £7.70 per hour. The pay rise is worth 2.51% for the 12 month period and is an increase of 4.34% on the hourly rate, i.e. from £7.38 to £7.70 per hour, which further reduces the gap with over 25's from 35p to 30p with an on-going company commitment to equalise pay when affordable.
- C. The offer of a £10 celebratory voucher.
- D. No Trading on New Year's Day 2019.

The pay offer is in line with current average pay increases and is a positive step forward on the 2017 pay offer which was 1% from 1st October 2017.

The GMB believes that significant progress was made through negotiations and the talks were both constructive and led to an improved offer. GMB believes this is the best offer that can be achieved through negotiations and we will arrange workplace visits and a ballot of GMB members shortly.

Pay Offer Table

	Implementation Date		Full Year
	1 April 2018	30 September 2018	
Over 25s	£7.84 (1.42% increase) £0.01 above NLW	£8.00 (3.49% increase on pre-April 2018 basic rate of pay) £0.17 above NLW	Average increase of 2.46%
Under 25s	£7.43 (0.68% increase) £0.05 above NMW	£7.70 (4.34% increase on pre-April 2018 basic rate of pay) £0.32 above NMW	Average increase of 2.51%
Team Supervisor in Retail and Levels 2-4 in the DC's (including engineers)	1.42% increase	3.49% increase on pre-April 2018 basic rate of pay	Average increase of 2.46%
Head Office non-executive team members on higher than Wilko minimum rates of pay	1.42% increase	3.49% increase on pre-April 2018 basic rate of pay	Average increase of 2.46%
£10 celebratory Wilko voucher Not trading again on New Year's Day 2019			



GARY CARTER
GMB NATIONAL OFFICER