

2022 PAY OFFER

Dear Colleagues

Following negotiations between Wilko and your GMB Negotiating committee we now have a final pay offer from the company. The full final pay offer is contained within the GMB ballot paper which will be distributed to members shortly.

The offer is a 10p increase above NLW effective from 1st April 2022, equating to a minimum 60p increase for all level 1 to level 5 team members to maintain differentials. In addition, the age cap on the minimum wage will be lifted and all level 1 Team members will receive the same hourly rate. This offer will cover all Band 1 TMs within the GMB bargaining group (Retail, Logistics, Support Centre) If the Offer is accepted by GMB members the following rates will apply from the 1st April 2022:

Level	Area	Current hourly rate (2021)	Proposed 2022 hourly rate	Increase to wilko current rate
Level 1<23	Retail and Logistics	£8.46	£9.60	£1.14
Level 1>23	Retail and Logistics	£9.00	£9.60	60p
Level 2	Logistics	£9.24	£9.84	60p
Level 3	Retail	£10.93	£11.53	60p
Level 5	Logistics	£19.72	£20.32	60p
Band 1 (previously letter grades)	Support Centre	Various	Various	60p

Due to timing the new national minimum rates will come into force on 1st April 2022, and the new enhanced pay rates will be backdated to 1st April at the first available pay date in April following a successful ballot.

Wilko have indicated they intend to undertake a review of pay frequency for all team members currently on weekly pay. This is included within the final pay offer

The company will be discussing this potential change with the GMB and the potential impact over the next year with a view to moving all team members to either monthly or 4-weekly pay. They have stated that any potential implementation would not take place before 2023.

GMB representatives will complete engagement store and site visits from 23rd February (announcement of offer) and the GMB ballot will run to 23rd March 2022. Please ensure you speak to your GMB Representative

GMB Members will shortly be receiving ballot papers on the above offer. Please ensure you use your vote. If you have not received your ballot paper please contact your GMB representative. Only GMB members are entitled to vote, if you are not a member, join GMB today at, gmb.org.uk/join and have your say on your pay.

All completed ballot papers must be received by GMB no later than midday on the 23rd March 2022.

Roger Jenkins, GMB National Officer