



GMB LONDON REGION

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GMB YOUR VOICE IN ASDA

APRIL 2025

Equal Value Win Update

Dear members,

In February we won the next stage of the ASDA Equal Value Claim.

The tribunal found that the majority of roles are of equal value to the roles in depots. However, the judge did not agree with us that Edible Grocery (Ambient Replen) and Personal Shopper (Home Shopping Picker) were of equal value.

As much as we disagree with the decision, we can only appeal on points of law, meaning we could not move forward with an appeal. Therefore, we are considering other ways we can obtain the justice we think you deserve.



We cannot promise success, but we can promise we will continue to try.

The tribunals decision relates to a period from 2008 - 2014, but we know that there have been so many changes to roles since this time including contract 6, the introduction of Twilight shifts and removal of warehouse nights in many stores.

All these changes (and more) mean there is now a question mark in relation to the tribunal's decision. There are many roles in store whose roles have not yet been assessed. These roles will be considered in the coming months too. These will include roles from 2014 to present.

Finally, if and when we win the final stage of the legal battle, ASDA need to correct their pay structure to ensure that stores colleagues are being paid equally to depot colleagues. The difference in pay rates varies but can be between £1:50 - £3 per hour difference.

ASDA are now on the back foot, Remember you **WILL NOT GET ANY BACK PAY IF YOU ARE NOT WITHIN THE EQUAL VALUE CLAIM.**

REGISTER NOW, without delay by visiting www.gmb.org.uk/asda-equal-pay-claim

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For assistance visit the GMB Members Support Centre
www.gmb-asda.com/support