



GMB LONDON REGION

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GMB YOUR VOICE IN ASDA

MAY 2024

LEADERSHIP TRIAL – EXTENDED AGAIN

Dear members,

ASDA has taken the decision to further extend the leadership structure and contract trials once again, this time to January 2025.

As a reminder, there are two parts to the trial; One side is testing a new structure that generally involves far fewer section leaders and more salaried management in superstores, and the other side involves a 39-hour salaried contract.



When GMB met with ASDA in March, the business confirmed that the stores testing the new contract moved to a simplified version where management could work with the store to figure out what rota worked best for them, as opposed to being forced into a 4-day or 5-day shift pattern with the 39 hours under the new contract trial.

ASDA says that the structure trial has now been reduced to only 10 stores, with the other stores being asked to revert to their pre-trial structure model. The 9-month extension into next year also came as a surprise. These stores will also be trialling the 39-hour contract trial, with a further 10 stores testing just the contract trial alone.

Based on feedback from GMB members, GMB has told ASDA that a change in the leadership structure is pointless when there are simply not enough hours in the business to get the job done in the first place. ASDA will go from paying section leaders to do a colleague job to paying salaried management to do a colleague job, and the underlying problem will not change.

INVESTMENT IN HOURS IS NEEDED NOW!

We will update members further when we have more information on the progress of the trial. If you are impacted by this issue and would like support or advice, please contact our office directly at 01603 626492, or visit our GMB Members' Support Centre at www.gmb-asda.com/support

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