



LEADERSHIP STRUCTURE TRIAL UPDATE

Dear members,

GMB ASDA London Region has taken the opportunity to visit most of the trial stores in our region to observe and gather feedback around the Leadership Structure Trial.



The feedback from these stores has been very consistent.

Managers and section leaders feel that many elements of the trial would work better if it were not for the concerning mismanagement of ASDA by its owners, particularly with regards to the lack of hours and resources available to get the job done. Without the right amount of colleagues and hours, these managers are forced to keep working colleague tasks instead of doing the management job, even with the increase of available colleague hours that came from the removed section leader positions. Some have also said that the significant loss of section leaders has led to a lack of supervision for colleagues in the store.

As an example of the change in structure being trialled, one trial superstore’s structure is as follows:

Old Structure		New Trial Structure (subject to change)	
Managers	Section Leaders	Managers	Section Leaders
GSM	Service x3	GSM	Customer
Operations	Security	Customer Experience TM	Cleaning
Online TM x3	Online x3	Online TM	Security
Foodhall TM	GM x2	George & GM TM	Online Pick x2
Customer TM	George x2	Availability & Replen TM	Online Fleet
George SM	Ambient Replen	Customer & Back Office SM	Nights
Nights SM x2	Ambient Warehouse	Online Pick SM	
	Fresh Replen x2	Online Fleet SM	
	Production	GM SM	
	Produce	George SM	
	Nights x3	Ambient SM	
		Fresh SM x2	
		Nights SM x3	
10 Managers	20 Section Leaders	16 Managers	7 Section Leaders

Note: This is not representative of all trial stores, it is an ongoing trial and is subject to change, and no decision has been made on whether the new model would be rolled out to other stores.

GMB London Region are looking for feedback from yourselves on this trial, How you feel it is going? How can it be improved? How will it affect you? Please visit www.gmb-asda.com/support to provide feedback.

GMB ASDA London Region

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