

GMB'S 2025 ALS PAY CLAIM

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GMB's 2025 ALS pay claim formally reflects the aspirations of ALS workers who continue to deliver for the business under increasingly challenging conditions, following full and thorough consultation with them.

The claim is submitted against a backdrop of a recognition for the challenges the ASDA business is facing, including the ongoing decline in market share.

But GMB members are clear: ASDA's workers should not bear the brunt of management failings or structural decisions by its owners. A fair pay award and improved working conditions are essential for maintaining morale, attracting and retaining skilled staff, and ensuring the long-term operational success required to get ASDA on to a better footing.

Whilst ASDA's declining market share is of course a concern, ASDA's latest published financial accounts show a 2023 pre-tax profit of £180 million with EBITDA increasing by 24% to £1.1 Billion and sales rising by 7.1%.

ASDA has the means to invest in its workforce while addressing operational challenges.

GMB does not believe that ASDA's workers should be burdened with the cost of high debt levels heaped upon the ASDA business by TDR Capital. The increased borrowing costs (£225 million in 2023 – up by £145 million from 2022) and the increased cost of rents following the sale and leaseback of the ASDA depots are not costs that should be passed on to ASDA's workers in the form of lower pay rises.

Key Items in the Pay Claim

1. A Pay Rise Above RPI

Our members are seeking a pay increase above the Retail Price Index (RPI). This would ensure workers' wages keep pace with rising costs while recognising their vital contribution to the company's profitability. In a period where workers face financial strain, an above-inflation pay award is both fair and necessary.

2. Introduction of a 2-Hour AM Shift Premium

We are proposing the introduction of a **2-hour AM shift premium** to reflect the challenges associated with early-morning start times. This would align ASDA with industry best practices and provide fair recognition for unsocial hours work.

3. Nominated Day for All Depots

Members are requesting a **nominated day for all depots** to ensure consistency. This small change would significantly improve work-life balance across the distribution network.

4. Introduction of a Weekend Shift Premium

Paying a shift premium for weekend work acknowledges the disruption to employees' personal lives and incentivises roles requiring unsocial hours, helping attract and retain talent in competitive industries. Weekend shifts often involve additional burdens like higher childcare costs or limited public transport, a weekend premium acknowledges this.

5. Reduction of Drivers' Working Week to 40 Hours with No Loss of Pay

The physical and mental demands of driving roles continue to increase. To address this, we are calling for a reduction in the working week for drivers to **40 hours**, without any loss of pay. This move would help improve safety, reduce fatigue, and demonstrate ASDA's commitment to the wellbeing of its drivers.

6. Continuation of Shift Premium Harmonisation

We welcome the progress made in harmonising shift premiums and request that this process continues. Equalising shift premiums across depots promotes fairness and consistency, reducing resentment and improving overall employee satisfaction.