



GMB

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Our ref: NH/tm

18th February 2022

Hayley Tatum
Senior Vice President and Chief People Officer
Asda
Asda House, Leeds,

by email only.

Dear Hayley

I'm writing to you on behalf of Asda's low paid retail workers with specific regards to Asda's recent pay award which as you will be aware is in fact a real terms pay cut.

As Asda will not allow the GMB to negotiate our members' pay, it is difficult to understand the rationale behind the award, nor why Asda are happy to remain behind the curve on colleagues' pay when compared to most other supermarkets.

It's also difficult to understand why Asda do not want to protect their low paid workers against the biggest cost of living crisis in 30 years after they have been the key workers Asda relied upon during the pandemic.

All of this aside however, the GMB is concerned that Asda have in fact offered a pay award that in 2023 could leave our members on the minimum wage.

The Low Pay Commission's annual minimum wage report – published in January 2022 – forecasts that the minimum wage could hit £10:18 by 2023. As you will know, the government have an aim for the NMW to reach two thirds of median hourly earnings by 2024, £10:18 is the estimated amount for the NMW to be on a trajectory to reach that target.

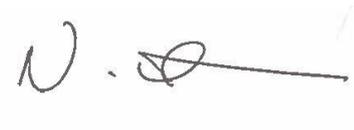
Clearly, in these circumstances the £10:06 offered by Asda in 2023 would make the company a minimum wage employer.

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The GMB would very much welcome the opportunity to discuss this with you and to consider ways that we could assist Asda in becoming one of the best paying retailers while avoiding the trap of consigning your colleagues to the minimum wage.

I look forward to hearing from you.

Yours sincerely

A handwritten signature in black ink, appearing to read 'N. Houghton', with a long horizontal stroke extending to the right.

Nadine Houghton
GMB National Officer