



For **GMB** Members in **ASDA STORES**

GMB – YOUR “VOICE” IN ASDA

October 2014 - 88

HOME SHOPPING PICK RATES

Dear Colleagues,

At a recent meeting of the Joint ASDA RETAIL/ GMB National H&S committee, the issue of pick rates was discussed. At a previous meeting the ASDA had said the pick rates would reduce from 140 to 98. This was now clarified due to industrial engineers taking measurements. As such our GMB National H&S Policy Officer has been in dialogue with ASDA senior representatives and agreed the following statement.

- The Pick Rate in stores will drop from 140 items per hour (averaged) to 109 items per hour average from Monday.
- Stores will receive a brief detailing this from Saturday
- The previously minuted pick rate of 98 items per hour was an interim figure which was mistakenly provided at the meeting back in July, and should not have been minuted. It has not been communicated to stores by Asda, though I had briefed Officers that this was the new pick rate.
- This rate has been set by independent engineers following a time & motion study. It includes break periods, and will be measured from time of first pick to time of last pick during the working day, rather than from clocking in and clocking out time (so periods away from pick will be accounted for).
- The rate does not include the new technology which pinpoints the item on the bay, which should assist with speedier location of pick.

Whilst GMB welcomes a reduction in the rate as a way forward, the wider issue is still how the pick is conducted and the hazard posed by the item being picked. For example, picking 98 20kg bags of pet food is not preferable to picking 109 200g boxes of tea, whilst the overall risk posed by store pick is greatly reduced from picking in ASDA Distribution. GMB will be looking to see whether the lessons learned from the ASDA Distribution ergonomics study can be applied in store in some way.

We will keep colleagues informed and up to date of further progress,

Yours Sincerely,

Mick Rix

Mick Rix
National Officer
GMB

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