

August 2025

CWU London & South East News

Performance Management

We continue to see the same issues cropping up, so here's a reminder:

Targets on CDR. There are no individual CDR targets. If your manager refers to "averages," "expectations," or says you have two weeks to improve, these are still targets in disguise. Don't be intimidated. Call it out, and we'll escalate if needed.

Performance chats during work/lunch. If your manager approaches you while on a job or during your lunch break, you do not have to continue the discussion beyond five minutes. Remember: lunch is unpaid and is your personal time. Protect it. If you want to talk, that's fine – but you're under no obligation.



Performance Plans. If you're put on a plan, ask: "What exactly am I doing wrong, and how do I fix it?" It's not enough for management to say "work faster" or "hit this stat" – they must give clear, practical steps how to improvement.

Electric Vehicles (EVs)

We've been told that managers are receiving reports on EV usage, including where vehicles have been, charging times, and durations. If you receive your own report (if you don't, ask for it), or if your manager mentions tracking EV data, let the CWU know.

Charging Safety. Never sit inside your EV while charging. You wouldn't sit in a diesel van with the engine running while refuelling, it's the same principle.

Keep Accurate Records. Always log charging sessions using your app. This creates a clear record that ensures your performance stats aren't unfairly affected. Never guess, record everything.



Safety First

We've had another suspension due to incorrect use of Tetra. Always operate safety equipment exactly as intended as shortcuts can cost jobs.

Asbestos risk. Those working in MDUs or exchanges on Build or Cable Recovery could encounter asbestos. Always check for site asbestos reports and raise any issues immediately. If management doesn't respond, contact us. Asbestos kills, don't become a victim.



Danger
Asbestos hazard