

New “South East Telecom” Branch

In the recent Ballot you decided a whopping 94% to agree to merge with our neighbouring branches. This means the branch will cover all the way from Portsmouth to Dover.

The first General meeting will be held on July 17th and as the distance being so vast, the first one will be online or maybe even a hybrid online and face to face, the details have still to be ironed out.

The branch will merge on June 1st and we will be sending out all the contact details for you as there will be more officers available. There will also be a new website too – watch out for the email.



Workplace, Teams & Social Media

North of the border, a number of individuals have recently been dismissed from the company due to the misuse of “Teams chat” The comments made were racist, offensive, and completely unacceptable. If you ever come across similar content, we strongly advise that you do not engage or respond, as attempting to pass it off as “banter” will not be an acceptable excuse.

The company maintains a strict “Zero Tolerance” policy regarding any form of online abuse, and we fully support this stance. Everyone deserves to work in a respectful and safe environment, both online and offline.

We want to take this opportunity to remind you of the company's social media policy. That this policy, which applies not only in the workplace but also extends to your own social media. What you post in your own time can still reflect on your role and the company, so think before you post or comment.

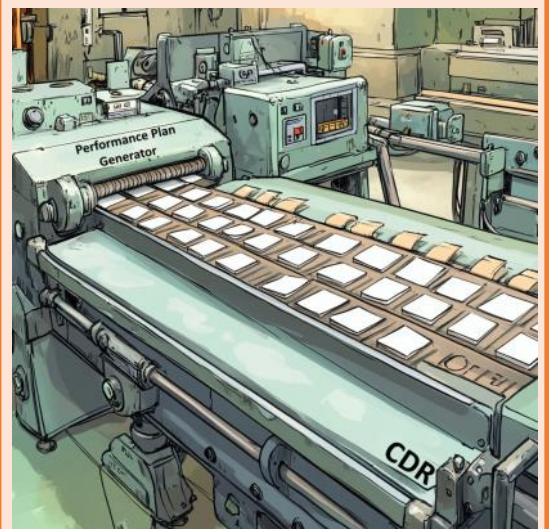
Performance Plans

So have you heard the phrase CDR much? Have you been told your CDR is lower than the team average? Have you been put on a performance plan that seems very generic with wishy washy goals with no support?

News is that in some areas people have been put on plans, which seems very generic almost as if there was a template of some kind that they were all following. With no real goal except “do more, and do it faster” with no assistance in telling the member how.

Well you will be pleased to know that senior management higher up the chain, have noticed the lack of support offered and the “template” like approach. Well we tip our hats off to them for noticing, the old IPOP days were sneaking back, and getting it reversed.

However, if you are placed on a performance plan—please make sure your manager tells you how to achieve the goals they want. “Do more, do it faster” is not a structured performance plan.



Generic plan generator in full flow

Robust or Bullying Managers?

How does your manager talk to you? Is it polite, or does he put a few "F and Geoff's" into you? When does robust language turn into offensive and bullying language. Well it all depends on the recipient.

Have you ever thought that perhaps your manager shouts and bawls at you, as that's how their manager talks to them and are they just Kicking the cat? Still, it's no excuse!



Safety

Continuing with the theme of performance and management style, it's important to never let safety standards slip. Safety always trumps performance.

During the iPoP days, corners were sometimes cut in the name of productivity. We must not return to that mindset. Always use your Tetra kit, call for assistance when required, request the hoist, use your gas tester properly, and ensure your site is fully and safely guarded. After all, a meeting following a safety failure is never a good experience and is best avoided altogether.

Recently, there have been a few cases involving incorrect Tetra use and non-compliant gas testing. Please don't let productivity targets pressure you into skipping safety steps. Stay sharp, follow the procedures, and go home safe and sound.

Political Corner

Has the world gone mad? This would be a sensible question to ask. Labour in power and yet they seem to be hitting their own supporters. Perhaps it is overdue when the country has next to no money caused by the banking crises and bank rolling the Covid furlough.

Israel and Palestinians going hammer and tong at each other with innocents dying on both sides. Along comes Donald Trump with his Gaza Riviera solution to the problem.

A little tariff here and a little tariff there and add a sprinkle of xenophobia and the USA dominates the news. The bipolar opinions on the president seem to get more and more extreme. Perhaps we should send them some Marmite to them!

Ukraine, the planned media ambush of Zelensky was like watching a car crash. Ukraine unable to survive without American support has to give away its mineral rights to an ally. Putin, Donalds best pal, may or may not adhere to any deal.

Focus on what you can control: and perhaps it might all turn out to be a bad dream.



At Least Ukrainian Mines Will be Protected

Email: southeastcentral@cwusec.onmicrosoft.com

Website: www.cwusec.org.uk