



GMB LONDON REGION

www.gmb-asda.com/support

GMB YOUR VOICE IN ASDA

August 2021

Performance Targets UPDATE

Colleagues,

Earlier this year we published a bulletin to you about performance targets in Asda. This includes things like pick rate for home shopping pickers, scan speed for checkout colleagues, and case rates for night colleagues.

We wanted to come back to you with an update. Asda has now stated in a meeting with GMB that colleagues should clearly not be put through the formal performance process based on individual targets, and that these targets are meant to be an indicator as to when a colleague needs coaching or support.



This has also been enshrined in Asda policies which highlight that these various individual targets should not be used to formally performance manage colleagues on.

Clearly this is good news, however without a continued effort in direct challenge and support from your trade union it is unlikely to change the behaviour of some managers in stores where they may continue to harass colleagues on these targets in order to improve the figures on their department.

We are requesting that all GMB London Region members make contact with us in any instance where they are being pressured or harassed on reaching a performance target in their department. We will assist any member with action that may be formal or informal, whatever will work to resolve the issue and ensure that policy is followed, and our members are not discriminated against or bullied.

**CONTACT US AT WWW.GMB-ASDA.COM/SUPPORT
IF THIS IS HAPPENING TO YOU!**

If you would like to help fight for better working conditions, or are seeking support or advice, please speak to your local shop steward, call our office at 01603 626492, or visit our GMB Members' Support Centre at www.gmb-asda.com/support

Regards,

GMB Asda London Region

Did you know we offer workplace legal support?
<https://www.gmb.org.uk/unionline>