

Know Your Rights: INVESTIGATIONS

Colleagues,

Recently GMB London Region have been witnessing more and more managers within Asda stores attempting to refuse our members their right to have a GMB Representative in their investigation meeting with them.

The managers factually quote statutory rights, which highlight that you are not entitled to representation for a formal investigation meeting.

However, within Asda this is superseded not only by the Investigation policy, but also by the GMB-ASDA Partnership Agreement 2015, which is an **ASDA POLICY**. The policy states that GMB Representatives can:



“Represent members in disciplinary hearings, grievance hearings, and in informal meetings where the support of a rep is needed”

This allows GMB members to have a GMB Rep in all of their formal or informal meetings. The store does not have the right to unreasonably refuse your representation. If you are pulled into an investigation meeting, or any other meeting you feel you need the full support of a trained GMB Representative, you quote:

“I am adjourning this meeting to seek GMB Representation”

We recommend that members do not proceed with investigation meetings without a trained GMB Representative present.

To arrange GMB representation for a meeting, or if you need support or advice for issues in your workplace, speak to your local GMB Shop Steward or visit our GMB Members' Support Centre at www.gmb-asda.com/support

Regards,

A handwritten signature in black ink, appearing to read 'Nathan Clarke'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Nathan Clarke
GMB National Shop Steward
GMB London Region