

## Formal Performance Warnings

Colleagues,

Asda have just implemented a new policy for hourly paid colleagues to replace the Performance Management policy. This is being called the Performance Improvement policy, and it allows Asda to manage, discipline and dismiss colleagues for their performance faster.

This new policy dictates that Asda will now have the option of dismissing colleagues for failing to reach “required standards” in a time frame of 9 weeks, or potentially less if the company deems it necessary. This differs significantly to the previous “Performance Management” policy, which detailed that it should take no less than 16 weeks.



The policy also outlines that colleagues will **NOT BE ENTITLED TO REPRESENTATION** at any informal meetings. Including any one to one meetings. Be aware: **ALL GMB MEMBERS ARE ENTITLED TO REPRESENTATION** at any formal or informal meeting, as stated in the GMB – Asda Partnership Agreement 2015.

This policy also brings with it the introduction of the **Performance Improvement Formal Warning**, where just as with other formal warnings you will not be entitled to accruing bonus whilst the warning is live. In addition to this, you are not eligible for any bonus payment for the time you are subject to the formal performance process, regardless of the status of any formal warning.

Company sick pay can also be withheld from colleagues if they are absent after receiving an **Informal Performance Counselling** form, even without any formal meeting.

If you have further questions regarding the performance improvement process, or if you have been told that you will be subject to that process, please speak to your GMB Steward or visit the GMB Member's Support Centre at [www.gmb-asda.com/support](http://www.gmb-asda.com/support)

Regards

*Nathan Clarke*

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**For assistance visit the GMB Members Support Centre**

[www.gmb-asda.com/support](http://www.gmb-asda.com/support)