

## MANAGEMENT BY RUMOUR ENDS IN DISMISSAL OF CSA

CSA Oge Uche had his contract terminated despite LU admitting that it did not comply with its own probation guidelines.



Oge's reputation was ruined by an email sent by a Supervisor to several managers and other supervisors stating that Oge should not pass his probationary period and encouraged them to make their experiences known.

This Supervisor did not speak with Oge directly mentioning any of their concerns, instead a myth was allowed to perpetuate in such a way as to tarnish Oge's character which created a false perception that his performance was not meeting the required standards.

Imagine going into work everyday with a target on your back, knowing that even with colleagues you are meeting for the first time you already have a false reputation to overcome.

Oge's probation was then extended by a DSM based on unsubstantiated rumours. They did not take into account all the positive work Oge did, not even mentioning him assisting a customer in a serious medical emergency. As a final kick in the teeth, the manager's went back on their decision to extend the probationary period, saying it was just a "suggestion" then called Oge in to unceremoniously sack him.

The failure to address any perceived or actual performance issues lays wholly in the hands of management.

New members of staff need support and guidance. They should not become the victim of character assassination!

Management must be held to account for their actions and inactions. If the limited policies and procedures that protect staff are broken WITHOUT consequence, if we do not challenge a culture that allows this sort of treatment to happen then we should all be looking over our shoulders fearing for our jobs.

Staff are calling for industrial action to uphold the principle of fair management and to get Oge his job back.

The RMT has a proud tradition of supporting its members when they have been treated unjustly by management and is exploring all avenues available.

### Let's remember a few facts!

Oge had his probation extended by a DSM.

The AM got involved and claimed that Oge *had not* had his probation extended.

A Supervisor emailed management asking for Oge not to pass his probation.

The Appeal manager agrees that Oge had his probation extended.

Management sacked Oge after nine months outside of all LUL probation guidelines.

Incredibly the Appeal Manager agrees that London Underground did not comply with its own probation guidelines yet still upholds this sacking.



29th December 2014 Oge's first day of training at Ashfield House

18th January 2015 Oge's first day on the Wembley Park group

29th March 2015 is when Oge should have had his 3 month probationary review

3rd June 2015 Oge has his 3 month probationary review

29th June 2015 is when Oge should have had his 6 month probationary review

26th August 2015 a Supervisor sends an email to other Supervisors and managers calling for Oge to fail his probation

10th September 2015 Oge is told his probation will be extended

5th October 2015 Oge is called in to have a private chat with his GSM

14th October Oge is called into a meeting with his GSM and a PMA (Oge is on annual leave)

21st October 2015 Oge's contract is terminated

12th November 2015 Oge has an appeal with his PM and PMA

9th December 2015 Oge's appeal is turned down which the PM describes as "regrettable"

