

Relocation – A Moving Story?

Re-organisation continues apace for Vodafone employees. Connect continues to assist individual members where they have been directly or indirectly affected adversely by change.

Recent relocation policies of Vodafone have received criticism from employees. Those whose place of work has moved have observed a number of concerns to Connect. The comments that relocation has thrown up may apply to specific groups at present, but with the pace of movement likely to increase over the next 18 months, and Vodafone's view - "that's the way it is", all employees will have an interest in how moves are executed.

Work/Life Balance

Moves will mean extra journey time for many people. While this is likely to be an inconvenience for all, it throws up other issues. Extra commuting will mean less time to spend with your family, and many will have to attempt to find adequate and trustworthy additional childcare facilities to cover longer working hours.

Many people moving out of Newbury town centre will miss the benefits and convenience of working in this location – shops to look around on breaks, a walk along the canal to relax, options for lunch!

Have Vodafone looked creatively at alleviating these issues?

Travel

The extra distance out of town will be of concern to those unable to drive. Those of you who regularly use the rail network will have an idea of the frustration those moving away from Newbury are likely to face! This may contrast with the bus services in Newbury that most consider excellent.

Those driving additional miles to work and to and from meetings in other sites are right to ask how the extra mileage, on a collective basis especially, complements Vodafone policies on the environment?

Consultation and Communication

Many employees are asking why they were not consulted over such a major change in their working life. Indeed there seems to be confusion over how long those affected have known about the move? Many of those affected are surprised that Vodafone spokespersons say that they have been aware 'for months'.

Connect believes that employees should be consulted before final decisions that affect so many are made. With the best will in the world, asking for feedback on a *fait accompli* is no substitute for meaningful discussion of issues in a honest, open and meaningful way as part of the decision-making process.

Having seen how Vodafone approaches even statutory consultation exercises (notably on redundancy), more and more of your colleagues are joining Connect. How confident are you that Vodafone passions and policies are designed with even half an eye on you?

What can you do about it?

How can you make sure that your concerns are listened to and acted on at the moment?

Connect is committed to helping Vodafone employees achieve a strong and independent voice at work. We are organising and talking to employees in Vodafone throughout the company and across the country. Our aim is to achieve the recognition that will open up a way for you to have a genuine voice on issues that affect you every day in the workplace.

Join us – fill in online application <http://www.connectuk.org/members/application1.asp>! Only £5 a month