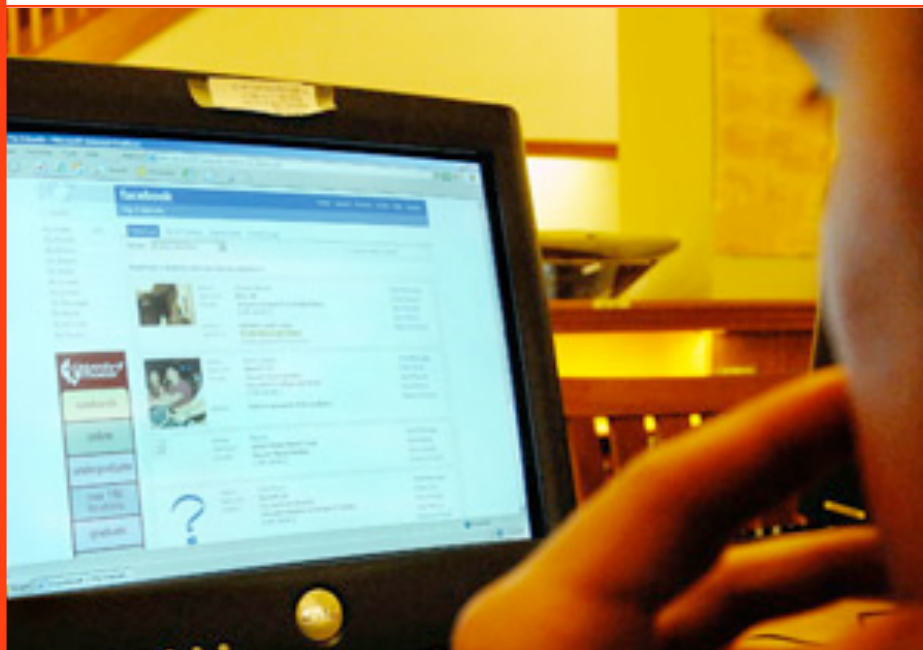




# “OMG I HATE MY JOB!!”

Everyone has one of “those days” at work and has the need to let off steam at their frustrations, but for Lindsay using her Facebook social networking page to write “OMG I HATE MY JOB!!” and have a rant about her boss resulted in her losing her job. Unfortunately her experience isn’t unique...



Emma Short was sacked after she criticised a colleague on her page and Kimberly Swann was dismissed by her employer just for calling her job “boring” on **Facebook** (and she didn’t mention her company’s name). Whilst these people didn’t work for **AXA**, if they had the result would likely have been the same.

In other instances employees have lost their jobs for insulting customers and managers on social networking sites.

You may feel that employers should grow thicker skins and that allowing their workers to let off a little steam on **Facebook** or **Twitter** is a good thing, but employers don’t agree.

**AXA** has just issued its policy on employees using social networking sites outside work and if you use **Facebook** or similar it is important that you read these and make sure you don’t fall foul of them.

And don’t rely on your privacy settings to protect you if you decide to have a rant. In one case the private comments of one user were handed to their manager by one of their “friends” who printed them off. Needless to say they got the sack.

Whatever your views on “freedom of speech” and the “big brother culture” etc, users of social networking sites need to be circumspect in their use and be well aware that the consequences of an on-line rant could well be the loss of their job with all the problems that entails.

**So if you have had one of those days and want to let off steam DON’T do it on Facebook or Twitter or you might find yourself having an unplanned “meeting” when you return to work...**

## AXA sack email abusers (again)

It might seem remarkable after so much publicity on the topic of email abuse, that employees in **AXA** are still getting the sack for this offence, but it is true.

Already this year Unite have been asked to help members being disciplined for misuse of the company email system and whilst we will endeavour to help and ensure mitigating circumstances are taken into account, sending emails with pornographic images attached or making inappropriate comments

about work colleagues will inevitably lead to one result...

Unfortunately the message does not seem to be getting through and this year **AXA** has dismissed a number of staff for email abuse.

Unite have asked **AXA** to be more proactive on the topic and suggested that all staff undertake online training on the subject of email, internet and social networking abuse, but regardless employees need to take ownership of their actions and engage brain before typing!