# Neath developer shreds worker’s mobile for phone call in strict no-phone policy



In a dramatic display of enforcing workplace rules, David Morgan, a property developer from Neath, took the extraordinary step of shredding an employee's mobile phone. This incident, involving trainee plasterer Josh Turner, unfolded on April 11 when Josh unwittingly violated a strict no-phone policy by answering a call from his wife. Witnessing the confiscation of his phone, Josh described the moment: "I'm on the phone with my missus – forgot about the phone rule in work. Next thing David has grabbed my phone, walked to the shredder, and just put the phone in."

This extreme action raised numerous questions about workplace policies and their enforcement. It was initially met with disbelief, as both Josh and his colleagues thought David might not follow through. Ultimately, however, another employee helped push the phone into the shredder with a stick, confirming the reality of the moment. In a surprising twist, David offered Josh a replacement phone, stating he would provide a second-hand option. Reflecting on the incident, Josh commented: "Of course I wasn't amused at first but when David said: 'I will give you a second-hand replacement phone' that didn't seem that bad."

While this incident garnered local attention, it also highlights the broader implications of strict workplace regulations. In other environments, oppressive rules have sparked significant backlash. One recent viral Reddit post revealed a "silent office" culture where employees faced restrictions on simple actions, including limited restroom breaks and curbed communication. Such policies not only breed frustration but also raise concerns about employee well-being and productivity.

Interestingly, another case featured an IT cybersecurity worker whose adherence to a strict no-personal-phones policy created chaos. The worker's compliance led them to delete essential multi-factor authentication apps from their phone, exposing the potential pitfalls of enforcing rigid rules without considering practical work needs. This scenario emphasizes how stringent policies can hinder operational efficiency, often backfiring against their intended purpose.

Similarly, a contracting firm experienced severe financial repercussions exceeding $100,000 when a contractor followed a no-phone directive too rigidly, refusing to communicate via phone while on-site. This action caused work to grind to a halt, resulting in a cancelled contract and underscoring the sometimes dire consequences of inflexible rules.

Conversely, some companies are taking steps to promote a healthier work-life balance by encouraging employees to disconnect from constant connectivity. Efforts by organisations like Volkswagen and Deutsche Telekom, which include restricting email access after hours, signal a shift towards more considerate approaches to employee connectivity. These measures aim to foster productivity without compromising personal well-being.

The incident involving Josh Turner's phone, though shocking, is not isolated. It serves as a reminder of the delicate balance employers must maintain between enforcing necessary rules and acknowledging the complex nature of modern work environments. As workplace dynamics evolve, companies would do well to reconsider their policies, taking into account both operational needs and the overall welfare of their employees.

### Reference Map

1. Paragraphs 1, 2, 3
2. Paragraph 4
3. Paragraph 5
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Source: [Noah Wire Services](https://www.noahwire.com)

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2. <https://www.ndtv.com/offbeat/no-talking-no-phone-employee-shares-strict-workplace-rules-calls-it-a-jail-7002554> - An employee's Reddit post detailing a highly restrictive workplace environment where basic actions like looking away from screens or using phones are forbidden has gone viral. The post describes a 'silent office' with strict rules, including discouraged restroom breaks and restricted communication with coworkers, sparking outrage and discussions about workplace control and employee well-being.
3. <https://www.newsweek.com/workers-revenge-boss-demanding-no-personal-phones-office-applauded-1782447> - An IT cybersecurity worker's 'malicious compliance' to a strict 'no personal phones at work' policy has gained attention. The worker deleted all multi-factor authentication apps from their phone, leading to operational chaos as the company lacked desktop versions of the necessary software, highlighting the challenges of enforcing such policies without considering their impact on work processes.
4. <https://twistedsifter.com/2024/10/companys-strict-no-phone-policy-leads-to-100k-loss-when-contractor-follows-the-rules-to-the-letter/> - A contractor's strict adherence to a company's 'no phone' policy resulted in a significant financial loss exceeding $100,000. The contractor, required to communicate with their boss via phone, complied with the policy by refusing to use their phone on-site, leading to halted operations and the cancellation of the contract, emphasizing the potential consequences of rigid policies without flexibility.
5. <https://twistedsifter.com/2023/11/employee-teaches-boss-the-downside-of-micromanaging-by-maliciously-compiling-with-their-no-cell-phones-policy/> - An employee in IT cybersecurity faced a 'no personal devices at work' directive and responded by uninstalling all necessary multi-factor authentication apps from their phone. This led to operational disruptions as the company lacked desktop versions of the required software, illustrating the pitfalls of micromanaging policies without considering their impact on work processes.
6. <https://www.nextgov.com/modernization/2011/01/governor-takes-cell-phones-away-from-employees/231802/> - California Governor Jerry Brown ordered the return of 48,000 state-issued cell phones from employees, aiming to save at least $20 million. He questioned the necessity of 40% of state employees having taxpayer-funded phones, highlighting efforts to reduce government spending and reassess resource allocation.
7. <https://business.time.com/2012/02/16/should-companies-force-employees-to-unplug/print/> - Companies like Atos, Deutsche Telekom, and Google are implementing measures to encourage employees to disconnect from constant connectivity, aiming to improve work-life balance and productivity. Volkswagen, for instance, pledged to deactivate emails on German staff BlackBerries during non-office hours, allowing staff to receive emails only during specified times, reflecting a shift towards managing digital communication boundaries.