

CWU London & South East News

Safety

The CWU have noted an increase in disciplinary cases, particularly in regard to safety issues. Examples of which, would be incorrect guarding of a worksite or climbing without TETRA.

“ Please be aware when reporting any issue, that there may be potential consequences of disciplinary action, after a report is submitted.”

Issues can and should be resolved by discussing and coaching individuals on-site and the CWU branches would encourage this, to resolve any issue immediately. The main aim being to resolve the problem and avoid recurrence, the focus is on prevention of any accident or incident OR Near Miss.

The new 'Fair play decision tree' (FPDT) is the new way of working across BT Group and Openreach. It is being utilised by management via the central safety team.

FPDT is a new tool being utilised to provide a consistent approach to decision making. Inevitably, there are times when using the FPDT may unfortunately end in disciplinary action.

Openreach team members have probably attended or will shortly attend, a Hearts and Minds workshop, which should better explain the culture change and reasons behind this decision.

Please note that there is now a lot of emphasis on individual's having personal responsibility over their actions whilst at work. A consequence of those actions may be disciplinary action against them.

Managers will use the FPDT to decide if there is a 'suspicion of personal culpability', as stated in the Managing safety - FPDT website.



Better Workplace - really?

It has been brought to the attention of the CWU, that BT and Openreach as a business, are running down the welfare areas in the workplace. We have noted that tables, chairs, kettles and microwaves removed from welfare areas and also the heating has been removed or disconnected in many buildings, in what we can only assume is a deliberate attempt to try and dissuade team members from going to a building to use the conveniences or take a lunch break there.

Team members do not get paid for a lunch break, so make sure you take your breaks during your working day

The CWU do not encourage the use of Teams as a way of running meetings or disciplines. Why do BT or Openreach NOT have the right number of bookable rooms in London and the South East for Team briefs, Huddles, or disciplines or engagement meetings? Teams is a tool but not the only one, and we believe managers should be in the room when holding a meeting, after all wasn't the argument against office workers working from home "it's better face to face"?

Know what you can do!

If you are called into a meeting and your manager starts by saying, "it's a fact finding meeting", you can ask to have support at the meeting from the CWU. Your manager must have to have a good reason to deny you that support.

Be careful what you say at a fact finding as it's beginning to look more and more like an interrogation rather than a gathering of information. The interviewing manager will most likely try and trip you up with the questions they ask, be careful how you answer.

Managers should advise you know before hand, that the absence you have is for a fact finding interview. Be aware, and don't get ambushed!

