

May 2024

CWU London & South East News

Safety: The CWU has been informed that a Morrison's contractor was observed working up a pole without essential safety equipment, including a hard hat, tetra, safety belt, or lanyard. A CWU safety representative intervened and confronted the individual, prompting them to immediately use the appropriate safety gear and follow proper procedures. As we see an increase in contractors, it is crucial to remain vigilant and not hesitate to call out unsafe practices. Ensuring everyone adheres to safety standards protects us all and maintains a safe working environment.



Your Performance: We are getting lots of calls about performance plans and managers telling engineers, "I can manage you out in 12 weeks." I just wanted to break something down further: if your manager insists you ring them for authority to proceed further, then that further action is the responsibility of your manager or Openreach as they have given permission for the action. So don't be beaten down if it's not your decision. Regarding CDR, I'm still being told managers are setting expectations on CDR. There is no target or expectation, so don't let them tell you there is.

FnD: Your management is closely monitoring your start and end-of-day behaviours. It is crucial to remember that you are not operating on a "job and knock" basis; you are required to complete your full day or officially flex off. Senior-level managers are scrutinizing ILM (tracker) data meticulously, so ensure you are not returning to the yard early unless you have legitimate tasks to accomplish there and can provide evidence to support your presence. Be warned, stay smart, and always have the necessary documentation to back up your activities.



Unagreed Job Descriptions and Pay Points: It was agreed after the industrial action by BT and Openreach that they would work with the CWU to sort out unagreed grades and pay points and set things right with a mechanism for the future. Yet, here we are with FnD launching the STE grade, a mixture of PTO, PS, and NGA grades. This grade has no agreed job description, which is the first step in any job change. My understanding is if there is no agreed job description, how can there be training for that job?



Are team members satisfied with the Players' Player or Managers' Player reward scheme? I have been receiving numerous complaints in SD regarding the perceived unfairness of this scheme. However, I have been unable to locate a clear set of rules governing it. Therefore, I suggest referring to the "Is It OK" CBT, which outlines appropriate behaviours and standards while at work.