

August 2024

CWU London & South East News

Poling Team Moves and Lack of Consultation.

Openreach has buried its head in the sand yet again and decided to upset a number of employees who, only 18 months ago, were said to be an integral part of the direct labour team. Pole team members and pole gang leads in the southeast have been targeted for moves away from their poling roles and pre-deployed into alternative Openreach roles, mainly civils, without consultation with the CWU and with no respect for the team members themselves and what they might want. Where was the offer of a VPL scheme for those who may want it?

If you are in poling and would like a VPL scheme, put it in writing to your manager so it's logged that you would rather go than stay. If you are happy with an alternative role, then let them know. It's just a shame that half the jobs offered to these team members in roles other than civils are about as visible as a ghost.



Frames Work: A Changing Narrative.

Just when you thought frames work was done within Openreach SD—because that's what Openreach told us and had all the stats to prove it (did they?)—we see SD field engineers being booked to do frames tasks on a daily basis. Then, guess what? A new role has been advertised to do frames compaction (and I suspect frames work at a reduced salary), but as yet, none of the pre-deployed people have been offered the role.

So, what is preferential access to job news? Does it mean anything at all these days, I wonder?

FTTP Attendance Preference Exercise.

We are coming to the end of the FTTP attendance preference exercise. The date for submitting your preference has closed. I suspect there will have been a number of forms filled in incorrectly, and you may not have left a comment. If you wish to stay on your current pattern, then you should email your manager and let them know. The CWU will have to sit down with local management to discuss the outcome of the preference exercise. We will then see if management is being honest with us on the outcomes.



Performance Management and Bullying.

IMPORTANT REMINDER: If you find yourself in a situation where performance management is being used as a tool for bullying, it is crucial to keep a personal record of all conversations with your manager. These records will be essential if you decide to raise a grievance, and we are here to support you every step of the way. Remember, if your manager gives authority to further, it's not your further.

NO TARGETS. NO BULLYING. Join the CWU and stand UNITED against bullying and unfair performance management practices.