

October 2025

CWU London & South East News

Movement of Team Members into Civils Roles

We are seeing a move by Openreach to transfer team members on 2020 contracts, particularly from the Complex teams, into Civils roles. This appears to be at odds with contractual terms and may even be considered a potential breach of contract.

If you have been identified for a Civils move and do not wish to transfer, you must put your objection in writing to your Patch Manager. You should include wording such as:

"When I was employed, my contract stated that I would be a home parker. Any change to this could be considered constructive dismissal."



It is important to note that engineers have previously been reminded that, even when parking at a local exchange, they are still classified as home parkers and must give travel time accordingly. It is unreasonable for Openreach to now insist on a Yard Parker arrangement, shifting additional costs to employees.

For those already in Civils or being moved into Civils, the Career Pathway has been removed, depriving members of the opportunity to progress to Advanced Engineer status. We must stand together to have this pathway reinstated.

Christmas Working Patterns (FTTP Teams)

As we approach the Christmas period, all FTTP team members will remember that last year, when placed on seasonal working patterns, they were reverted back to their standard non-winter patterns for the Christmas period.

If you would like the same arrangement this year, you should write to your Patch Manager requesting to return to your non-five-day pattern for the two weeks over Christmas. Please remember to copy in your CWU Branch when submitting your request.



Safety Concerns

The CWU has become aware that some managers are disregarding safety procedures. Examples include FTTP managers instructing engineers to carry out substandard or unsafe work, which would normally result in disciplinary action, and Civils managers ignoring manual handling guidance and failing to log proper use of the Vibration Tool app.

These practices put members at risk of developing conditions such as white finger or carpal tunnel syndrome, which may not be recognised by Openreach as work-related injuries. Losing the ability to use your hands properly is a serious matter, and everyone should remain vigilant.

Keep the Union informed, stay safe, and remember together we are stronger.