

T&FS Conference 2026 Round-Up

In May reps from the branch attended the T&FS Conference. We debated 59 motions covering hybrid working, pay, reskilling, equality, safety, and the future of work in BT Group, Openreach, EE and VMO2.

Below is a summary of the key themes and decisions discussed. All were carried and accepted by the delegates at conference.

Disability, Health & Wellbeing

- **Miscarriage & Baby Loss Support** – improving our current policy to account for this challenging time.
- **IVF & Fertility Treatment Policy**
- **Phased Return After Maternity Leave**
- **Recording Work-Related Stress** – with such a focus on mental health and wellbeing, this should be an option when phoning in.
- **Acoustic Shock Prevention** – addressing and working with employees when this happens.
- **Sanitary Bins in Male Toilets** – this also created an important discussion around the sanitary bins being removed over the last 6 months or so.
- **First Aid Training for All**
- **Menstrual Health Policy** – this highlighted how other countries have a fantastic policy in place to support women for the first couple of days of their menstrual (some countries give 1 – 2 days paid leave every month).
- **Women’s Health Training for Managers** – this would be an excellent addition the management training so that all managers understand most women health related challenges and how to support their employee through it.

Working Time, Commuting & Contribution Time

Unpaid time was one of the biggest issues of the week.

- **Ending Unpaid Commuting Time**
- **Parking at Home & Contribution Time**
- **Shorter Working Week Campaign**

We are continuing our campaign for a shorter working week and now adding a campaign to reduce/abolish unpaid commuting time. For some this looks like the 15 minutes the company requires us to give to do van checks in the morning. This is a company requirement so should be done in company time!

Hybrid Working & Home Working

Hybrid working remains inconsistent across BT Group, and conference reflected members' frustration.

- **Clarify BT Hybrid Working – bringing everyone in line who work in BT Group.**
- **Hybrid Working During Economic Shocks – e.g. using this to support employees who need commute to an office to reduce their fuel bill. This also works for the companies sustainability focus.**

Performance Management & Coaching

- **Misuse of P&D Process**
- **Refresh “Together” Meetings – to bring more conversation between management and reps/employees.**
- **Rename Openreach “Passport” Coaching Log – to help avoid confusion when speaking about the skills passport and employee passport that managers use to document conversations etc.**
- **Fair Fact-Finding Interviews – making it mandatory for reps to be present at all fact finding interviews.**

Pay, Allowances & Pay Structures

- **Civils Career Pathway – creating a clear pathway for civils engineers.**

Safety, Estates & Welfare

- **Unified Hazard & WITHOD System – creating one platform for every customer facing/public working employee access to 2 person working areas etc.**

- **Building Closures & Welfare Standards – we have requested for future building closures to be communicated with the union so we can ensure welfare facilities are up to standard before the building closure.**

Openreach Workforce, Reskilling & Job Security

With fibre build slowing, reskilling and job security were major concerns.

- **Right to Reskill – this focuses on keeping the employees we have now and reskilling them ready for the companies future.**
- **Bring Work streams back In-House**
- **Single Job Allocation Rights – getting every manager to respect this choice that the engineer has made when it comes to job allocation.**

VMO2 & EE-Specific Issues

- **Recognition Across VMO2**

Reinforcing the need for fair treatment and proper recognition across all the unions companies.

You can find all motions on the CWU website and the decisions for all the motions. Motions that were remitted or withdrawn can be found on the website also.

Please get in touch with any comments/questions/feedback.

Ciao for now!