

**MOTION 30
CARRIED**

Conference is becoming increasingly alarmed at BT's approach to employee's use of social media, detailing what is and is not acceptable when using the internet, smart phones and networking websites when outside of work. BT often takes a draconian and controlling attitude towards social media, extending and applying their social media policy into the private lives of employees. When employing their policy BT gives little if any distinction to the right of expression for employees when outside of the workplace.

The Human Rights Act 1988 gives the "right to respect for private and family life, home and correspondence". Case law also suggests that employees have a reasonable expectation of privacy in the workplace.

It is therefore worrying that BT has expectation that its employees should not freely express themselves in terms of speech and thought, and threatening and using disciplinary action against them. They have effectively gagged them. The boundaries which exist between home and work are being continually blurred by BT and appear to be getting increasingly dictatorial on the part of the employer and unrelated to genuine reputational risk.

We therefore call upon the TFSE to enter into discussions with BT to ensure that the Social Media Policy ensures as a minimum that an employee's right to freedom of speech, thought and expression are respected and protected and their application of the policy is fair and reasonable.

An update should be provided to branches by 1st October 2018.

Lincolnshire and South Yorks