

20<sup>th</sup> July 2017

Dear Colleague

### **BBC Terms & Conditions Update**

First of all a huge thank you to all of you who took an active part in the consultation.

We met with over 2500 people directly and had several hundred emails sent in to our dedicated mailbox.

We were always clear that the proposals were an unfinished piece of work and that rallying behind a position of rejecting (or supporting) was both premature and unnecessary.

The consultation was a genuine offer to bring you into the conversation and seek your help in prioritising the final phase of discussions. To that end, we have challenged members as much as they challenged the Negotiating Team and all that discussion has allowed us to have a really clear idea of what our members want us to deliver.

In that respect we can say the exercise was successful and absolutely the right thing to do – yes it was difficult, and sometimes we spent longer debating process than issues, but we are clear that we have emerged from these last few weeks as a stronger union. We have had engagement on an unprecedented scale and your feedback has been invaluable in helping us to move into the next phase of discussions with the BBC on a highly informed basis.

Amongst the thousands of responses that came through there was an element of consistency of issues and we have collated all of these into three main headings.

- Pay and Grading
- Resourcing and Scheduling
- Policy Areas

Within these heading there is a whole range of issues. Too many to list but by way of examples they include issues such as UPA and how we recognise those working unsociable hours, scheduling, redundancy for PT colleagues and pay progression.

We met with the BBC on Tuesday. We listened to their response to the feedback and gave ours. One of the great benefits of this exercise has been the BBC Team being out on the road hearing directly from employees, which is not something you see in all employers and we thought was a very brave activity to initiate. We



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did pay tribute to them for having done that but also said that we expect them to act on what they have heard. The BBC Team have heard a lot of your concerns directly so there are some issues that they have already indicated to us will probably need a re-think. This has really helped speed up the next stage of this process, because they know that where we are flagging concerns these are very much in line with what members are also saying.

Throughout the consultation we have been clear and consistent that we would not entertain any notion of a ballot until the salary data was available and understood. That is still our position but additionally we now feel that any pay discussions must take place against the backdrop of that salary data being available and that the talks must be informed by it. We understand that the information to be available during w/c 31<sup>st</sup> July via Peopleview as to what your new proposed salary range is, and where you currently sit in relation to it.

We have also given consideration to CPF. Clearly there is an impact this may have within these discussions. It changes the parameters and heightens the significance of a pay and grading framework. We have concluded that not only must this be factored in going forward, but areas that have already been through CPF should be given the opportunity to revisit that just to sense check it against any proposed new pay and grading structure. BECTU wants to give renewed consideration to that too, and make sure our members really understand that part of this puzzle and is able to let us know where there are concerns.

You may not be surprised though to read that most of our meeting on Tuesday was taken up by discussion on timescales.

We had already said to many of you, that this would be the top of our list when we formally met with the BBC. It is evident to us that the nature of the issues we are discussing demand and deserve proper time to consider and work through. We made it absolutely clear that our priority here is doing this properly with appropriate pace, not doing it quickly with undue haste.

BECTU sees these discussions as an opportunity. We are participating with the aim of improving the working lives and working culture for our members at the BBC through:

- A contractual and policy framework which is modern, fit for purpose and sustainable.
- One that removes the command and control culture that exists in some places and replaces it with a culture built on mutual consent.
- A new way of resourcing which brings balance to needs of employees and the needs of the corporation.

These opportunities don't come around very often and this could set the template for the next 15 or 20 years - so it's important we get it right. In short, the issues must come before the timetable. We may or may not get there, in the end that comes down to our members to judge once the negotiations have been

exhausted. But we are absolutely determined to try, and with your help and engagement we genuinely think we have a major opportunity here. The meeting finished with agreement that we would now commence a period of formal negotiations with the aim of concluding those in September.

During this time you will also be able to see the salary range information in a format that demonstrates how it would affect you. Additionally, we want to give you the opportunity not just to read it but to understand, query and challenge it.

We will also be examining CPF and really understanding some of the issues that are interlinked between the two processes.

Finally, formal negotiations will now take place on many of the policy areas. We will be representing our members on scheduling, redundancy, working time etc.

In summary:

- ✓ The consultation has been enormously helpful.
- ✓ We are all now much better informed as a result.
- ✓ There will now be a period of formal negotiations (in the traditional sense) during which BECTU will keep members updated.
- ✓ All issues will be explored further – we always said this wasn't a done deal, nor was it a final proposal.
- ✓ We will take more time than previously anticipated with the aim of concluding in September.
- ✓ When we conclude the negotiations we will be commencing a members' ballot, and the final say is up to you. It's your union.

As always please do continue to talk to your colleagues about the work of the union, about the representative structure of our union and the fact that everything we do and achieve is due to the strength of our numbers. You significantly increase our chances of success both locally and nationally if you help us to grow the union; it's as simple as that. We've engaged with members and non members alike during this process, but going forward it is only members who will have their say. This is only right and proper being that members are paying their subscriptions fees. So please do join us – help us to remain as representative and informed as possible. This is an opportunity here, and it's up to all of us to take it.

New members can join online via [www.bectu.org.uk](http://www.bectu.org.uk)

Thank you for your continued support – it is appreciated.

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Head of BECTU

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