

PROSPECT'S BT PEOPLE FRAMEWORK BALLOT

VOTE NOW



TO REJECT THE DEAL

It's really important that you cast your vote
in the ballot to ensure your voice is heard

CAST YOUR VOTE

All BT members should have received a **SnapSurvey** email with the link to the ballot and your personal username and password from Prospect on 13 March 2019 entitled 'Vote now in Prospect's BT People Framework ballot'. If you're a member and haven't received an email then contact **cmd@prospect.org.uk** or call **0300 600 1878**.

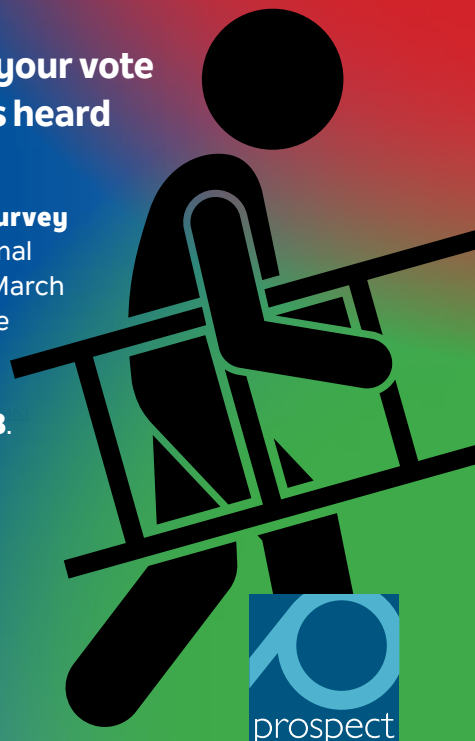
NOT A MEMBER?

Join us by **25 March midday**, then you will be able to have a vote in the ballot.

Call our membership team on **0300 600 1878** or join online at **prospect.org.uk/BTjoin**

FURTHER INFO

Please contact your local Prospect rep:



Name

Tel.

Email

To find your local Prospect rep, email **helpdesk@prospect.org.uk** or call **0300 600 1878**

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TO REJECT THE DEAL

Prospect is balloting all its members in BT over the company's 'final offer' on the People Framework



As BT isn't offering its managers and professionals a fair deal, Prospect and your lead BT reps recommend that you vote to REJECT THE DEAL in the ballot.

BT's People Framework is about bringing in a new pay, jobs and grading structure that will eventually affect all members in C, D and E roles. This is part of its broader strategy to cut costs, jobs and reduce UK operations to around 30 "key locations".

It is vital that you cast your vote because this ballot marks a watershed moment. It will determine how change is dealt with in the future - by consent and agreement or by imposition.

Serious concerns from the "final offer" are:

- **Rollout of People Framework** - BT is rolling out the People Framework without final agreement from Prospect. Our reps are already supporting members with issues caused by the rollout.
- **Future pay** - Prospect has serious concerns about how BT will manage

your pay in future, and the implications for distribution, equality and fairness.

- **New salary ranges** - not only are the proposed salary ranges too low and too broad, but giving line managers the power to decide "individual exemptions" at their own discretion puts an end to any transparency in their decision-making process.
- **Above pay range** - those whose pay is "above range" face a pay cut to keep existing T&Cs - whether applying for a different role with no guarantee of success or; leaving with a settlement agreement. Anyone rejecting these options faces dismissal without compensation or being fired and re-hired on worse T&Cs.

We've won some protections on T&Cs for people moving into new roles, but further improvements are needed. We need BT to return to the table to address our concerns about the People Framework that affects your future at work.

Make sure your voice is heard, join online today at **prospect.org.uk/BTjoin**

To find your local Prospect rep, email **helpdesk@prospect.org.uk** or call **0300 600 1878**.

