

# BT Home Counties Circular

## Time to have your say on BT's changes to leaver terms

Members should have seen an e-mail 'snap' ballot from Prospect about BT's proposed changes to leaver and redundancy terms from June 2021. The Union is asking members to back the decision of the BT Committee to reject BT's changes. The vote ends on December 14<sup>th</sup>.

BT ran its own employee survey which found a significant majority rejected the changes but it pushed on anyway. It has also rejected a number of reasonable suggestions from Prospect to make compromises on the changes.

While some of the changes BT is proposing will be of benefit to some members and the Union has no issue with that, many will be disadvantaged and see the terms on which they could be made redundant significantly worsened. We are asking for a united response from members to allow Prospect to push BT into thinking again.

## BT worsens terms and conditions for moving jobs

BT has made changes to the way terms and conditions apply when people move roles, 'sideways' at the same level.

Previously these were protected so that where people were displaced due to reorganisations or redundancy exercises they could find another job with no changes to things like holiday or sick pay.

This will no longer be the case. Prospect has not agreed these changes which seem to reflect BT's increasing disdain for the skills, work and service of employees.

## Working with the CWU

Members will be aware that the CWU is also balloting its members on a range of issues including leaver terms.

Prospect in the Home Counties has always worked closely with the CWU and regular discussions are taking place

between officers of the union to make sure that, wherever possible, we follow a joint and mutually beneficial approach to the issues that exist with BT.

## A Christmas like no other...

Whether you mark Christmas or not the final weeks of December in 2020 will not be as they usually are. That doesn't alter the fact that for many in BT it is a period when leave can be taken and a break from the rigours of work achieved.

Prospect will of course still be around for any issues but we look forward to a more hopeful 2021 and one where BT starts to value the role of its managers and professionals as it once did.



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Call 0300 600 1878, Mon-Fri 08:30-19:00

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