

BT London Circular

Prospect working with BT as Better Workplace rolls out in London

BT have announced plans for the roll out of the Better Workplace project in London. The pandemic means its later than originally planned and in different circumstances too, where many have worked from home since March 2020.

Prospect is fully engaged in consultations with BT on the London location plans as they develop and on business led unit changes which are taking place in parallel to avoid multiple moves at different times.

As members should be aware, the key changes in the wider London area are the closure of BT Centre and the move to Aldgate, the closure of Crawley (except for Openreach) and the closure of most buildings at Hatfield.

Most other key buildings in the London Office estate will remain but that doesn't mean that everyone currently based in them will remain, depending on unit led changes.

While Prospect welcomes BT's commitment to a modern office estate, we continue to question some of the detail of the strategy behind it. We don't agree that it makes sense to lose key skills and resource based in London because a decision has been made for roles to be based elsewhere in the UK for example.

We continue to promote Smart working and an emphasis on being in an office location only when it is appropriate. That will be underwritten by an agreement with individuals on actual additional travelling costs when a change of location is required.

Move to an emphasis on redeployment

Prospect has welcomed BT's move away from an approach where redundancy was the main lever for change towards an emphasis on a voluntary approach with redeployment and skills retention being key points. This means that in terms of Better Workplace and Unit changes there will only be consultation on redundancy where the voluntary approach does not resolve matters.

Leaver Terms

If you are impacted and considering taking a package you should express an interest. At the moment the 'best of both' terms are available, and this will be beneficial for anyone with 22 years-service or more. This does not prevent you from looking for and taking another role, and in a number of areas leaver dates stretch in 2022.

Seek advice

It is a complex situation with several changes taking place at once. If you are unsure how you are impacted or what to do for the best speak to the Prospect Helpdesk on 0300 600 1878 who can advise and allocate you a Union rep if appropriate

Prospect London Secretary

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PROSPECT MEMBER CONTACT CENTRE

Call 0300 600 1878, Mon-Fri 08:30-18:00

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