

BT Scot and NI Circular

BT's Pay Offer: Work To Do

BT's pay offer to managers and professionals for 2022 is firmly in the Work To Do category. The Company has fallen well short of the standards itself proclaims, for example, respecting employees, and plans to impose a deal that falls well short of inflation. It has not of course made the same mistake when imposing price rises for customers.

The pay offer which amounts to just over 3% on the pay bill in total, of course, covers not just this year but the last two when there was no pay rise. BT believes it is paying salaries at the market rate in most areas even so. The number of members leaving the Company for other, better paid jobs, suggest this is not correct. Further it is a concerning short term approach. If BT is to flourish in future, which is certainly what Prospect wants to see, it needs to attract and keep the best

skills and talents. The pay offer won't do that. Again: Work To Do.

Prospect as the union representing managers and professionals in BT tried hard over a number of negotiating meetings with BT to find a way to agree a reasonable deal. There are some elements of BT's offer that could have been built on to reach a potential agreement but instead of continuing talks - the money is not paid until the end of June - the Company chose to cut matters short.

We will be holding a range of discussions and consultations with members to understand what the view is on what BT has done and what members think the Union should do. Please make sure your voice is heard.

End of Year Performance

BT has left the distribution of 2022 pay up to individual areas of the business. Prospect will be keeping a close eye on what this means in practice, but members also have a crucial role here.

End of year performance discussions are now taking place and it is vital that at these the question of pay is raised. If a satisfactory answer is not received, please let Prospect know so that we can also pursue the issue with specific areas of BT.

The Union is determined not to let matters rest on pay. That is an important message for BT to hear.

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