

BT Scot & NI Circular

Prospect acts to protect managers & professionals jobs and conditions

With the start of a new financial year Enterprise and Global have become BT Business and restructurings and reorganisations are underway in many areas of the Company.

Prospect is working with BT in partnership to ensure that cost savings are achieved, to the benefit of both the Company and those who work for it.

While this will mean some job reductions Prospect is working hard to make sure that these are firmly within an agreed framework:

- ⇒ **No compulsory redundancy.**
Where jobs are being reduced contractual voluntary terms are available, agreed with Prospect
- ⇒ **Redeployment into equivalent roles.**
While this may not always be possible, Prospect has successfully represented numbers of members who have moved into new roles where they did not wish to take a payment
- ⇒ **Outplacement support.**
Looking for a new role, signing up for a payment in case that doesn't work out and also using BT outplacement support to see what jobs are available outside is part of an agreed framework with Prospect of handling change.

If this doesn't seem to be working for you, get in touch. Prospect is fully consulted on all changes impacting managers and professionals, and can pursue issues on behalf of members

Prospect secures further success on managers pay but still work in progress

After the issue was raised at a recent Prospect BT Conference, the BT Committee was instructed to pursue with BT as a priority the issue of managers paid less than those they manage.

This has been done and after a series of discussions with BT the pay of around 450 managers who are paid less than team members who are on 2020 terms will be increased.

There are still managers who are paid less than some who are on pre-2020 terms and this remains an issue the Union is pursuing.

A reminder on performance

Discussions on performance markings for 2022/23 will be taking place in the next period. If you think things are not right get in touch and a Prospect case handler can help you.

Recruit a colleague

Prospect has been busy representing members over the last year in BT, EE+ and Openreach. Be sure to talk to colleagues about membership and the individual support and advice only Prospect can provide.

Our member recruit member incentive is still running, so every new member you recommend will see you receive a £10 high street voucher or a donation to charity.

All People Framework colleagues career level E or above can join Prospect.

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**BT MEMBERS
PERSONAL CASES
SUPPORTED BY
PROSPECT IN THE
LAST YEAR**

- **REDEPLOYMENT**
- **EQUAL PAY**
- **RELOCATION**
- **BULLYING & HARASSMENT**
- **REDUNDANCY**
- **SICKNESS ABSENCE**
- **PERFORMANCE**
- **GRIEVANCE**

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