

BT Scot & NI Circular

Prospect to press BT on job cuts announcement

Following the announcement that BT plans to cut up to 55,000 jobs by 2030 Prospect is seeking an early meeting with Philip Jansen.

While cost saving targets are not new and are being met according to the full year results, headline details of where job cuts will fall as a result have not been revealed.

Prospect has key principles which we will pursue with BT:

- ⇒ Job cuts must be on voluntary terms or by natural attrition (people retiring or taking jobs outside BT).
- ⇒ Priority must be given to those working directly for BT with opportunities to reskill and change roles without detriment.
- ⇒ Reductions in jobs must genuinely be because workloads have reduced. Cutting headcount leaving those remaining to work even harder is not acceptable.

The announcement has given rise to understandable uncertainty. Prospect will be seeking clarity and protection for members. If you are not a member joining now will help to protect your future and those of your colleagues.

BT Conference prioritises pay

A well-attended conference of Prospect Reps in BT took place in York on the 11th of May.

There were wide ranging discussions and decisions on the many issues that members working for BT face. Some key points:

Pay: Conference agreed that given the continuing high level of inflation negotiations with BT on a September increase are a priority as are those members paid above £50K who BT did not give a cost of living rise to in January. Look out for updates on a pay campaign.

Differentials: while Prospect has succeeded in getting BT to increase the pay for hundreds of managers who were paid less than team members on Workforce 2020 terms, a range of differential issues still exist, and these will form part of pay talks with BT.

Working time, location and attendance: there were several debates on the Better Workplace, time and workload pressures. It was agreed that an important negotiating and campaigning focus for Prospect in the coming year will be to make sure that members working conditions, hours and locations provide work-life balance and allow them to actually do their jobs without inappropriate requirements to attend certain locations without genuine business reasons.

Recruit a colleague

With constant change within the business, 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. We do not support colleagues joining with pre-existing issues, so ensure colleagues are aware!

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 at www.prospect.org.uk/join

1001

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

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

[PROSPECT.ORG.UK/JOIN](https://prospect.org.uk/join)