

# BT Scot & NI Circular

## A Fair Future for All

We have reached the period in the year when many take some time off to relax and take the opportunity to reflect on the months past and what might be for the future.

Prospect does not have a crystal ball, but we can point to some of our achievements in 2023 to suggest the way ahead.

Our pay team very much helped by members raising the issue up the line were able to secure a consolidated 5.5% rise for 2023 with more for some. This is now well above the headline inflation figure.

## Again, on AI

AI has been in the news a lot recently and BT is no exception due to some unfortunate comments that may or may not have been made by a senior manager about AI replacing employees.



Across industry Prospect in BT has been one of those at the forefront of discussions with the Company to ensure safeguards are in place around how AI is used and to look at issues of skills and jobs. It is a work in progress like AI itself. Work that underlines the importance of workplace representation.

The Union has also worked with BT to make sure that organisational changes and location moves through Better Workplace have been done in consultation and members interest protected, even if outcomes are not always ideal.

There are some solid achievements to reflect and build on, but this depends on the strength of Prospect membership. If one of your colleagues is not a member, why not give them and yourself a seasonal present by asking them to join us for 2024?

[www.prospect.org.uk/join](http://www.prospect.org.uk/join)

## Allowances

The Union's work is of course never done. An issue that was raised at the Union's BT Conference back in May was the fact that a range of allowances have not been increased for some years. While this was not part of the 2023 pay agreement, it's not forgotten and it is something we are continuing to push with the Company.

## Graham Skipp – Farewell

Members in BT London and beyond thank Graham for his work to represent members over the years. His tenacity on differentials and keeping allowances on the agenda has been welcomed by many. Graham will be leaving us at the end of the year, so there's still time to say farewell :)



# A year with Prospect Legal



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Over **£3.1M** recovered in damages for personal injury claims

Over **1,000** enquiries received by our legal line

**261** new cases for personal injury considered by our lawyers

**45** claims submitted to the employment tribunal on behalf of members