



# Business Edition



Heart Unions Week 2024 will take place from 12-18 February 2024.

During Heart Unions Week, we encourage all reps and members to talk to colleagues about Prospect and how joining a union is more important now than ever.

## Coming to an Office near you!

One of our goals as an executive committee is to meet and engage with our membership. As a committee we meet face to face once a quarter.

Our next meeting is scheduled for Tuesday 5<sup>th</sup> March 2024 in Three Snowhill Birmingham.

We look forward to meeting as many members and potential members as possible to introduce ourselves and find out what we can do to make your working lives the best they can be.

## Member Recruit member

One of the key things every member can do is talk to their colleagues about joining Prospect – and we will give you a reward of a £10 lifestyle voucher or you can donate £10.00 to charity instead.

Find out more info [here](#).

## The Changing Face of BT

As you will be aware 2024 will see the departure of the current CEO Phillip Jansen and the introduction of new CEO Allison Kirkby. You can be sure that the new CEO will bring a new approach to how business is conducted.

As the recognised Trade Union for managers and professionals you can be sure that as always we will be involved in any and all consultations which affect our membership and will continue to strive for the most favourable outcome for all.

In recent months right across Business there have been several consultation meetings regarding new organisational designs and restructures. We take the approach that **every job matters** and push back where we think that there may be alternatives which minimise redundancies or people being forced to reapply for roles.

Where this cannot be avoided our dedicated case handlers will support at all stages of the individual consultation process.

## What 3 Things?

We love to hear what is going on locally which impacts on your working lives, therefore we are asking, if you could change 3 things in work what would they be?

Please email any responses to: [ITT@prospect.org.uk](mailto:ITT@prospect.org.uk)

## What do we do for you?

**Recent Case** - Our member was primarily working from home. They were relocated to Manchester as part of the BWP programme and told that they would have to go into the new office 3 days a week.

They had worked for BT over 30 years and was close to retirement. They were told by their LM they could either accept the change or hand their notice in (there was no way they were ever going to do the commute). They were obviously very stressed by this news and thought that they had no other option.

They contacted Prospect. We helped the member to raise a case with BT to prove that the new travel from their home to the Manchester office was unreasonable.

This went to the BWP panel who deemed that this was unreasonable and they were then classed as out of scope and offered EVR. The member received 12 months' pay in a lump sum and left BT happily.



## Speak to Us

If you have a concern at work or need the assistance of one of our case handlers please telephone Prospect helpdesk to raise a case on 0300 600 1878.



Spread the union love  
ask a colleague to join today

**Three months FREE**  
Special offer if you join during 12-18 Feb



Supporting the TUC's **UNIONS**

## Why I became a Prospect Representative



### Jason Vaughan

- ⇒ BT Business Branch rep
- ⇒ Young Workers & Graduate rep
- ⇒ NIC-ICTU Youth Committee

I was introduced to trade unions at a young age when I took up a job as a retail assistant. I remember as part of the job induction a trade union rep visited the store and spoke to myself and my colleagues about the benefits of being in a trade union. I have always been an advocate for workers rights and signed up as a member that day. I realised the value of being in a trade union in that role as I became a victim of age discrimination whilst working in that role. The pay structure increased for colleagues who were 18 and again once they turned 21. I found that as my pay increased my hours were subsequently reduced in favour of younger “less expensive” colleagues. I felt this wasn't right and decided to take this up with my trade union rep and won my case. I have been a trade union member ever since.

Upon joining BT in 2016 as a team member once again during the induction I was able to talk to the CWU trade union rep at the time and given my experience signed up once again given the events in my previous role. In 2019 following various conversations with the CWU rep when I worked for Openreach the opportunity arose to become more involved with the CWU. I found straight away that I had a passion for standing up for workers rights and helping others. I was elected to the branch committee as a political officer and into the CWU NI Region as a union learning rep. In my time there I assisted my colleagues through the Covid-19 period and gained new skills in negotiating and managing difficult conversations.

I gained a promotion in 2022 into an E Grade role and was keen to keep going with my trade union activities and reached out to one of my local reps in Belfast who put me in touch with the relevant people to sign up and become more involved with the Prospect branch. Following the recent transition to CFU focussed branches put myself forward to be a member of the Business Executive Committee and have further built on my experience and feel like I am gaining new skills by being a part of various consultation meetings and director calls. I also attended the BT conference in 2023.

I would recommend being a trade union member to everyone and for those who are interested in getting more involved absolutely do it as you will gain a lot of insight into the business and gain lots of new skills, training, and experiences along the way. Find out more information [here](#).

## MY EV Scheme - How it happened?

At the BT Prospect conference 2021 a motion was passed to instruct the BT Committee to negotiate with BT on an electric vehicle salary sacrifice scheme (or EVSS). EVSS deals were already in use by companies such as the NHS. The schemes allow the monthly payment for a lease electric car, to be taken pre-tax, saving the employee 20% or 40% on the cost of the lease deal. The motion was given to the Climate & CSR committee, and John Ferrett (Prospect National Secretary) and Tom Nuttgens (Prospect BT Environmental Committee) began working with BT on the motion.

Sadly, BT at that time were tied into a contractual relationship with Rivus Fleet to provide all BT's car & truck fleet services and Rivus had no wish to create an EVSS for BT, nor agree to let another supplier do so. When the option arose for BT to renegotiate the car service deal with Rivus, due to pressure from Prospect, the EVSS requirement was included in the tender documents and led to Rivus losing the BT's car related business and Arval winning. Arval took over in September 23 and opened their EVSS scheme (called MyEV) to BT people in November 2023.

It has been very popular, with the first month's order volume being four times that BT had expected. This was due to a pent-up requirement by BT people to make the environmentally friendly choice; plus supported by the fact that compared to leasing/buying a new petrol car MyEV is the cheapest way of getting a new vehicle.

## Get Help at Work - Resources

Prospect provides lots of information on topics including:

- ⇒ Employment Law
- ⇒ Equality and diversity
- ⇒ Health & Safety
- ⇒ Working Arrangements
- ⇒ Careers and Skills
- ⇒ Pensions and Retirement

To find out more about any of these topics and for more information on resources available as well as member benefits click [here](#).

