

BT Scot & NI Circular

Prospect focuses on the detail of Pay & Three Together

As a new financial year starts there are two key issues that Prospect is keeping a close eye on, pay and the Three Together, Two Wherever principle.

Pay

Members voted in a ballot in September 2023 to agree a 4% increase in the overall pay bill for 2024 which will be paid as usual in June. Before Easter, the union had discussions with BT on how the increase would be implemented. The approach was focused on a detailed members pay survey which had two headline points. Firstly that some of the rise should be fixed. Secondly that managers should have some flexibility in determining the award for their team.

In practice nearly all should get at least 2%, and many will get up to 4%. Prospect will be keeping a close eye on how this works in practice and feedback from members is welcome. Its worth keeping in mind that inflation is predicted to decrease further from 3.4% towards 2%.

Three Together

BT has refreshed its hybrid working principles and the detail of this has been discussed with Prospect. The aim is for people to come into an office more frequently where its appropriate to do so, while maintaining a flexibility of working practice that benefits both the individual and BT.

The cornerstone of the approach is a discussion with the line manager about what works in practice and an agreement on that which, for example, might be captured in an e-mail.

The union has noted concerns that BT is monitoring individual attendance. Where they can be captured, at Better Workplace Hubs for example, figures are aggregated at team (6 or more) level. The idea is to get a picture of how teams are using offices not specific individuals. If members have concerns on this it's important that they are flagged to the union.



Performance: A reminder

A new performance year has started and a final view of how individual's performance was in 2023/4 will be discussed with line managers. The impact now is on bonus not pay but again concerns should be raised with Prospect where they occur.

Recruit a colleague

With constant change within the business, Prospect has been busy representing members over the last year in BT, EE+ and Openreach. In 2023 we provided support and representation for over 1,500 members in our IT&T sector.

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

BT Group recognises UNIONS!

Join your relevant UNION.

Prospect for Managers & Professionals
People Framework grades C,D&E

CWU for Team Members
NewGRID/WF 2020



Prospect Union
www.prospect.org.uk/join