

# BT Scot & NI Circular

## Prospect seeks flexible and workable 3&2 policy

With three days in the office and two elsewhere set to become a BT policy in January 2025 Prospect is working to make sure that it is both flexible and workable.

For many three and two is already working well, allowing a work-life balance and the ability to make sure that the job gets done effectively. For others one size will not fit all. The priorities must be working arrangements that make sure the job is done efficiently and well. That should not mean extended travel time to sit in a busy office and answer e-mails.

Time in the office must be productive. Equally some have caring or health issues that mean three and two won't work for them. BT has policies and a duty to make sure that adjustments are recognised and in place.

Finally, the union remains clear that monitoring of attendance is not the best way to proceed. If there are issues they should be discussed between an individual and their manager not consigned to spreadsheet management.

## Half-Year results

BT delivered a solid set of half-year results but there are clearly cost pressures deriving from the external business and political environment. Within BT this is reflected with reorganisations and job reductions in some areas. Prospect is fully consulted on all of these and will represent members interests both collectively and where appropriate individually.

## Member get member recruitment incentive

Did you know that you can earn a £10 high street voucher for each colleague that you get to join Prospect?

**What you need to do** - direct your colleague to the Prospect website to join at: [www.prospect.org.uk/join](http://www.prospect.org.uk/join).

**NOTE:** they will need to add your name as the recruiter in the incentive box and your voucher will be processed after a month in membership.

## Union Week 18-24 November

The Union's work on issues like three and two, and workplace changes is more effective the more members we have. If there are non-members in your area why not ask them to join? Prospect will have a special focus on this during November with local events.



A BRIGHT IDEA DURING  
**UNION WEEK**  
JOIN AND GET THREE MONTHS FREE NOV 18-24



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& join today





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