

# **BT/Connect Partnership Agreement**

## **Purpose and Scope**

In the interests of good industrial and employee relations, BT and Connect agree the following arrangements for negotiating terms and conditions for BT Group's UK managerial and professional employees. The emphasis is on involving employees, through their recognised union, in making BT a successful company committed to delivering excellent services and products to its customers.

## **Recognition**

Connect is the union recognised by BT for the purposes of collective bargaining on behalf of MPG 2/4, PSG 1/2/3, PSGB, and PTG and for their subsequent equivalents in the context of any new management and professional reward structure. The effect of recognition will be that the company and Connect will consult and/or negotiate upon and reach collective agreements which can vary the terms and conditions of employees in the grades listed above on a comprehensive range of issues, principally:

- Pay settlements and reward structures, including management bonuses
- Negotiate and agree a process which when followed will have the effect of contractually changing sales bonus/ % OTBs levels. This process will include consultation on pools and principles, the sharing of outputs and discussions on lessons learned. This cycle will take place at least annually, in advance of the establishment of the Sales Bonus Plan.
- Grading
- Work organisation, re-organisation including outsourcing and remote sourcing
- All other major terms and conditions including flexible benefits, company cars
- Work/life balance and flexible working arrangements
- Maternity, paternity, adoptive and special leave
- Selection and appointment processes
- Career development, training and skills
- Performance measurement and management, including the framework for objective setting
- Grievance and Discipline
- Equal opportunities
- Health and safety
- Pensions
- Job security issues including redundancy selection, redeployment and redundancy terms
- Any other related issues

## **Consultation**

For the following current grades (and their equivalent in the context of any new managerial and professional reward structure): PSG4/5, PSGC/D, PCGU, PCGT, BT will formally consult Connect on the same broad list of topics. The aim of these consultations would be to reach a common view publicly supported by both BT and Connect. Where both groups of employees are being discussed, we would normally expect the negotiations and the formal consultations to take place at the same time, involving the same teams from BT and Connect.

## **Individual Representation**

BT also recognises Connect for the purpose of providing individual representation for any of its members.