

Redeployment and the BTTC

Q What is the BTTC?

A BTTC stands for BT Transition Centre – a vital part of BT’s job security and redeployment policy. It exists to ensure that in a changing business BT employees can get the support and training they need to move on within the company. The BTTC means that BT is able to redeploy people into new jobs in situations where other companies might make compulsory redundancies.

Q What are the real chances of being redeployed if my job ceases?

A Your chances are excellent. Most professionals and managers who move into the BTTC are there for less than three months.

Q Isn't there a stigma attached to going into the BTTC?

A No. People do sometimes worry about going into the BTTC. But because telecoms is at the cutting edge of technological change, BT has been retraining and redeploying employees for decades. Anyone who has stayed with the company for any length of time is likely to have been redeployed at least once during their career. And in practice, people come out of the BTTC into real jobs, with new or refreshed skills.

Q Why should it be me who is redeployed?

A If you are selected for redeployment, you should be provided with a full explanation as to why you were selected. If you feel the decision is unfair, you can challenge it by raising it with your line manager or, if you are not satisfied with the explanation, through BT’s Grievance Procedure.

Q What is the redeployment process when I am in the BTTC?

A You will be allocated to a Transition Manager to help you apply for suitable vacant roles within BT. Your Transition Manager can advise on CVs and available vacancies. There is a lot of information on the BT intranet, and your Transition Manager can help you to understand how it relates to you.

Q Is my pay at risk if I go to the BTTC?

A Your current rate of pay is protected, even if you move to a job with a different pay range. Whilst in the BTTC your pay will be reviewed in the normal way unless you have been a redeployee for over a year at the time of the review. Following redeployment, you will be included in pay reviews on the same basis as other professionals and managers but against the pay range for the new role.

Q How can I get a performance marking if I'm not in a role?

A Your performance will be assessed on the basis of your BTTC objectives

Q Can the BTTC make me look for jobs outside BT?

A You are not obliged to apply for jobs outside BT when you are in the BTTC – the decision is up to you. But it will obviously increase your chances of finding a job – and other organisations may value your skills more highly.

Q What counts as a suitable job?

A Ideally there will be an 80% match between your skills and those required in the new job. But a 50% match could be suitable for you – and Prospect has secured commitment from BT to provide support, development and training so that you can move into your new job with confidence.

Q What if I am matched to an external secondment?

A You will remain a BT employee with all the rights and terms and conditions that apply within BT. You will also be able to keep your BT equipment (laptop, Blackberry etc) although they must not be used for work done for the external company. You will be able to apply for permanent vacancies and if you are successful the company where you are working must release you within 28 days.

Q Is anyone excluded from the BTTC?

A Yes. If you are on maternity leave, have an outstanding sickness or attendance issue, or are in a formal poor performance or Managing Changing Capabilities process, you cannot be moved into the BTTC.

Q What is Prospect's input into the BTTC?

A The safeguards and support for people in the BTTC are all part of Prospect's agreement with BT on redeployment. Prospect also has regular meetings with BT to monitor how the BTTC is performing for professionals and managers. Prospect has played a vital role for members in the BTTC by picking up issues and anomalies and working with BT to get them sorted out.

Q How can Prospect help me if I am selected for redeployment?

A Prospect can only help existing members – so join today. Once you are a Prospect member, we can advise on what to do if you have been selected unfairly. While you are in the BTTC you will have access to our expert advice and support on the redeployment process. And when you move to a new Reward Framework role, Prospect will still be negotiating all the terms and conditions of employment that benefit you day-to-day.

Q Why should I join Prospect?

A Prospect's influence has been vital to keeping BT committed to a policy of job security and redeployment for all professionals and managers. Prospect's ability to achieve this is critically related to our high levels of membership in BT.

Companies with no unions or weak unions have far less commitment to avoiding compulsory redundancies. Joining Prospect helps to make sure that you will benefit from the company's successes and be safeguarded in times of change.

Q How do I join Prospect?

On line, by going to <https://www.prospect.org.uk/be-involved/join/apply? ts=680>.
Over the phone, by calling our membership department on 01932 577007.