

PROSPECT MEMBERS DESERVE A PAY RISE TOO!

***BT managers
and specialists
are appealing to
shareholders for help
to avoid a dispute
with the company***



www.prospect.org.uk/bt



In this year's pay talks, BT has adopted a divisive approach to the pay review. Whilst team members have secured a 2.6% increase over 15 months through their union, Prospect members have been told not to expect a pay increase at all. Rather they've been told that a pay freeze will apply. We in Prospect, the recognised union for BT managers and specialists, see this approach as unjustified, divisive and damaging to morale.

BT has had a difficult year but the turnaround we're all committed to won't be achieved by isolating one group of staff. Prospect managers will rightly be expected to lead their teams to deliver the recovery and others represented by Prospect, such as IT professionals, networks experts and finance specialists will also be expected to step-up to this challenge; it's clear they'll do that best of all if their pay treatment by the company is fair and just.

Consultative ballot

A consultative ballot amongst our members closed on 5 July. **More than 97% of members rejected the company's attempt to impose a pay freeze.** We want BT to return to the negotiating table; however without that commitment we'll have to consider our next steps which may include a ballot for industrial action.

We hope that you'll be sufficiently concerned about the state of industrial relations at BT to ask the Board today:

- Why the company's managers and specialists are being denied an increase in basic pay?
- How the company can expect managers and specialists to give 100% when they face a pay freeze?
- How the company's standing can be restored when there is the real possibility of industrial unrest?

Everyone's best interests are served by a strong performance at all levels of the company.

Thank you for reading this flyer; please help us, through your questions, to encourage BT to return to talks with Prospect representatives.

For more information visit

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