

BT/EE London Circular

Prospect BT Conference sends clear message on People Framework: Engage, Protest, Survive

Prospect BT Conference took place towards the end of May. BT delegates from all over the UK met to consider how best to grapple with the many issues raised by BT's implementation of the People Framework.



BECTU Conference, Brighton 2019

A summary is that while delegates thought the Union should continue to engage with BT over the future shape of the People Framework, with the aim of making sure that there are protections for members, there are aspects of it that the Union will never be agreeing. These include particularly attempts by BT to cut the pay of individuals they deem to be 'over range' in new PF roles. While the numbers involved are not large, all those impacted may suffer a potentially

significant detriment and Prospect is not prepared to go along with that at all.

Numbers of delegates expressed concern and anger about the way that BT is treating some managers and professionals as they transition to the People Framework. The conference sent a clear message that BT must take its people along with the process, not use it to force detrimental terms and conditions on them.

Differentials in London

An emergency motion was discussed at conference on the issues of differentials between the pay of front line managers and team members in London. While conference did not agree that the pursuit of regional pay or an attempt to revive a separate London Weighting Allowance were realistic ways forward, it was underlined that Prospect recognises that this continues to be an important matter and a cause of concern for members that the Union has every intention of continuing to press BT on.

Pay and Bonus

Members will be getting news of 2019 pay and bonus during June. Prospect agreed the overall amount of the pay rise and how it is distributed. This is expected to change for 2020

with more detailed Union involvement and agreement. On bonus, as last year, details in many areas about how it is arrived at appear hazy. If you have concerns and issues get in touch.

Recruit!

Do you have a colleague who is not a Prospect member? Now is the time to ask them to join.

Membership in BT has increased very considerably in the last 12 months. The more members the union has the more effective it is but, on the other hand, we are unable to help non-members if problems arise.

The message should be clear: protect yourself and your colleagues: join Prospect today. To join, ring the number below.

The Prospect Member contact centre is there for you. Open 8.30am-7.00pm Monday to Friday. Ring 0300 600 1878



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