

BT Home Counties Network

Way Forward on People Framework Agreed by Members but Ballot Sends Message to BT

Members of Prospect have agreed a way forward after long running negotiations with BT over the new People Framework. A ballot result saw a 55% vote in favour of a document agreed between the Union and the Company on a 53% turn-out.

Prospect will now engage with BT across a range of issues. The first of which will be to review the outcome of 2019 pay implementation.

The ballot result reflected a degree of concern amongst members on key issues where Prospect has reserved its position. These include pay cuts for people who BT believes are 'over range' for their role in the People Framework.

Firstly, Prospect has made it clear that the Union will not accept pay cuts and will continue to represent members who find themselves in this difficult position. BT has accepted this.

Secondly, Prospect and BT will now look in detail at the differential between first line managers and team members which revolves around where the

top of the scale for the People Framework Band E currently sits.

The resolve of union members has meant that a way to protect and advance the position of managers and professionals has now been found. It relies however on solid union membership. If you have colleagues who are not members now is the time to remind them to join.

Prospect Survey

Members will have received a link from Prospect to the 2019 members survey on pay and working conditions. The survey closes on August 26th and it is important that members complete the survey. The process takes only a few minutes.

It will give the Union essential data that we will then present to BT as part of the review of the implementation of 2019 pay. The survey link is <http://bit.ly/33pYnS5>

So. Farewell then BT Centre

A new HQ for BT at Aldgate a short distance from St Pauls has been agreed and BT Centre has been sold.

However, it will be a good while yet before people start to leave BTC and Prospect will be fully

involved in making sure that the change, which should be for the better, takes place as smoothly as possible.

Reps Required!

Every branch needs a team of people who can work together to represent members' concerns and influence their employer.

At the most basic level a rep might simply distribute union literature to a group of members in their workplace or update a noticeboard regularly. Other reps might handle personal cases or negotiate pay.

There are also specialist reps that promote particular issues of interest and importance to members, such as; equal pay, pensions and health and safety.

Most employers value the contribution of union reps. Paid time off work is available for certain kinds of union work, and you'll develop valuable skills and knowledge.

Prospect can give you all the [training and support](#) you need to get involved and be effective in a role that interests you.

Contact Alan.p.smith@bt.com for more information.



BT'S location strategy

BT's location strategy has understandably been causing much consternation amongst some members - particularly those who work in small and remote sites or from home.

With the announcement of a move to just 30 locations - and with the announcement of the first 8 locations, many people have been

asking us whether their office has a future.

The short answer is that until BT makes clear exactly what locations it wishes to move to, then nobody should assume that their current work location is safe from closure. However big, prestigious or important that location appears to be.

Members who are eventually displaced

will of course receive Union support.

However, if you are not yet a member, please bear in mind that joining after the announcement of an office closure will mean that you would not get individual support in those circumstances.



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