

PROSPECT IN BT

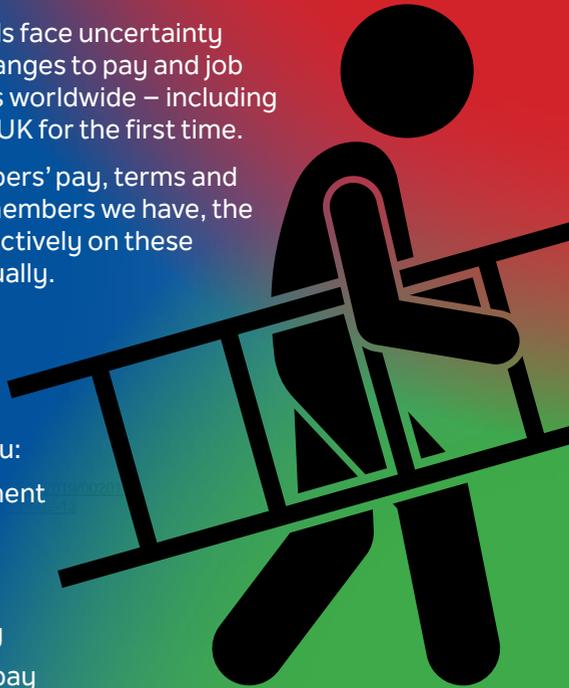
WHAT YOUR UNION CAN DO FOR YOU

Hundreds of managers and professionals face uncertainty as BT rolls out its People Framework changes to pay and job structures, and seeks to lose 13,000 jobs worldwide – including using non-voluntary redundancy in the UK for the first time.

Prospect is determined to defend members' pay, terms and conditions and job security. The more members we have, the stronger our voice. We are pushing collectively on these issues and supporting members individually.

Prospect is your recognised union in BT. If you are not a member, join us now for support and to have your say when we consult on final People Framework proposals (*see overleaf*). We can help you:

- **PROTECT YOUR CAREER** – employment advice, support at work and legal representation should you need it
- **GET AHEAD AT WORK** – networking, training, career advice and mentoring
- **ACCESS EXPERTISE** – specialists in pay and conditions, pensions, employment law, equalities and health and wellbeing
- **GET DISCOUNTS AND BENEFITS** – free will writing, insurance products, financial advice and discounts on holidays, cinema tickets and more.



Join online at prospect.org.uk/BTjoin

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BT MUST PUT PEOPLE FIRST

BT's People Framework – bringing in a new pay system and jobs and grading structure – is pegged to its broader strategy to cut costs and jobs and reduce UK operations to around 30 “key locations”.

For change to succeed, you must bring people with you. But BT's brutal approach means loyal staff are afraid for their future.

BT is introducing changes too fast, dismissing Prospect's request to pause until negotiations with the union have concluded. And their piecemeal approach, with different methods across different business units, is creating unacceptable confusion.

We've won some protections on terms and conditions (T&Cs) for people moving into new roles, but further improvements are needed.

Our concerns include:

- Proposed salary ranges are too low and too broad, and giving line managers discretion to apply “individual exceptions” shatters transparency
- People whose pay is “above range” face a pay cut to keep existing T&Cs, applying for a different role with no guarantee of success, or leaving with a settlement agreement. Anyone rejecting these options faces dismissal without compensation or being rehired on worse T&Cs
- Worries about how BT will manage pay in future, and the implications for equality and fairness

We are holding further talks with BT and have told them we will run a consultative ballot of members at the end of February on their “best and final” package.

BT MUST IMPROVE ITS OFFER

We are asking you to:

- **Share your People Framework concerns with BT** via your management chain.
- **Join Prospect and encourage colleagues to join.** To receive individual support, you'll need to be a member before the changes affect you directly. Join at www.prospect.org.uk/btjoin or call **0300 600 1878** (Mon–Fri 8.30am–7pm).
- **Vote in Prospect's consultative members' ballot** – details to follow at the end of February.

To find your local Prospect rep, email helpdesk@prospect.org.uk or call **0300 600 1878**. Interested in becoming more active in Prospect? Contact us on the details above or speak to your local rep.

