

BT Home Counties Circular

Prospect focus on pay and bonus for 2021

Prospect members have worked hard, in completely unforeseen circumstances, over the last year, to keep BT, the economy and Britain going.

Its reasonable to expect, particularly in the light of last year's pay freeze (in effect a cut) that the Company gives a decent pay rise and bonus this year.

The Company has so far been reluctant to discuss the question in detail and it is fair enough for BT's economic situation to be part of a discussion. However it is also more than reasonable that members efforts are properly rewarded.

Prospect will be increasing its focus on these important matters and will be engaging with members on the question in the weeks ahead.

Severance terms ballot

Members may well have seen details of the proposed agreement between Prospect and BT on new severance terms. The Union was unhappy that the Company re-opened the matter only a couple of years after the deal which also saw the BT Pension scheme close.

However while there are impacts both positive and negative depending on individual circumstances the proposed agreement will now be contractual. That means that BT has to pay the terms and if your work area is outsourced, they remain protected and will be so until at least 2024.

Also, we have secured a commitment that anyone facing redundancy who finds a suitable role at the same career level will not be penalised with changes to their terms and conditions.

This provides an important element of security in uncertain times.

The BT Committee is recommending a 'yes' vote in the ballot on this basis.

Full members comms on BT Severance terms can be found here: <http://bit.ly/3budkbY>

Location changes: equality impacts

BT has made it clear that its Better Workplace programme with moves to hub locations is continuing albeit with scope for more hybrid or smart working - sometimes in an office, sometimes not. Prospect continues to review all moves and changes with BT and represent members.

For some with a range of personal circumstances and caring responsibilities this can be problematic. BT has a duty to make sure equality impact assessments are done. If you have issues or concerns get in touch.



PROSPECT MEMBER CONTACT CENTRE

Call 0300 600 1878, Mon-Fri 08:30-18:00

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