

BT Scot & NI Circular

Prospect Conference agrees to engage with BT to protect members conditions across the board

The BT branches of Prospect met virtually on 10th June to discuss and take decisions on over 40 items of business that had been raised by representatives.

The discussions ranged from pay and the impact of job changes on terms and conditions to the Better Workplace, the environment and climate change.

Pay and Terms & Conditions

Conference was concerned about BT's decision not to give an annual pay rise for the second year running. The Committee told delegates that discussions with BT were continuing at a high level. On this basis a motion calling for an industrial action ballot was remitted to the Committee. It was agreed that while this was an option, a negotiated way forward was preferable.

Delegates heard that the Union had been successful in protecting terms and conditions of members who moved to a new role when faced with redundancy. However, Conference voted to instruct the Committee that this must apply to all who moved roles, so that people do not face worse holiday and sick pay entitlements when they pursue a career change. The Union will

take this on board as part of a wider effort to maintain and, where possible, improve conditions.

There was a lengthy debate on the long running issue of pay differentials between front line managers and team members where the latter are sometimes paid more. Conference agreed that addressing this must be a priority for the Union, while stressing that there were others matters on pay and conditions that also needed to be pursued.

Better Workplace

Conference rejected a call to disengage from BT on the Better Workplace programme after hearing that so far, the Union had been able to reach successful outcomes for all the many members who have already been impacted. The Committee warned that there were still major changes to come and protecting members would continue to be a priority in detailed discussions with BT.

Environment and Climate Change

A range of motions were agreed on Zero Emissions targets, electric charging for vehicles and carbon reduction in BT buildings. However, conference rejected a proposal that the Union should press BT to introduce a 'meat-free' day in staff restaurants. It was felt that this was not the best way to address the environmental impact of what we choose to eat.

Spread the Word

Prospect BT Conference is a member led way of making Union policy and determining what issues are to be pursued with BT and how. There is no other independent forum in the Company that pursues matters in this democratic way. The message to non-members is hopefully clear. If you want your voice to be heard and acted on, join Prospect, and get involved.



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