

Back to the Table. It's simple enough. We want BT Group to honour the spirit of the Partnership Agreement it entered into with Prospect just 6 months ago. We are asking all managers and professionals to send an email to let BT Group know how they feel about this year's pay review.

**Who?** Send it to which ever manager you want to tell how you feel. It could be your line manager, your reviewing manager, your MD or CEO.

**What?** You can edit/add to the example email to make it personal but here are the key points to include:

#### Feelings

Explain how the pay budget makes you feel, e.g. saddened, angry, dismayed etc. How did the company's decision to not issue a share award to employees despite announcing 9% profits make you feel?

#### Value

Refer to how undervalued the pay budget makes you feel. Are you concerned about the company's ability to attract/retain skills?

#### Union

Express your view about how the company has behaved towards your trade union that represent your views on your behalf. Why were pay talks brought to an end before all matters Prospect put on the table had been addressed? Why is the company imposing the pay award even though Prospect rejected it? Why is the company seemingly ignoring the Partnership Agreement it recently signed with Prospect?

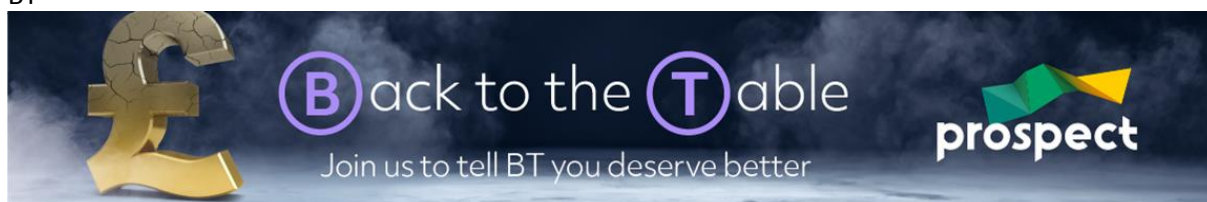
#### Action

Request the manager you send the email to passes your views on and ask them to confirm how they will do this and when they have done it.

We know that many members are line managers. Support the campaign by actioning the request and don't forget to send your own email!

Remember to include the Back to the Table graphic in your email!

BT



Openreach



**We want you to tell us when you have sent the email by clicking [here](#) (Link takes you to Snap Survey form).**

Finally, please pass this guidance onto your colleagues and encourage them to become a member at [prospect.org.uk/join](https://prospect.org.uk/join)

Example email:

Dear XXXX

I am writing to you to let you know my thoughts on this year's pay award for managers and professionals and request that you pass them on in the appropriate forum. I would appreciate it if you confirm to me when you have done this. I am doing this in support of Prospect's 'Back to the Table' campaign.

I felt dismayed when BT announced a pay award that failed to guarantee an increase for all managers and professionals. It felt like a slap in the face after two years' of no pay increase while all the while working harder and harder to help the business meet its performance targets, particularly during lockdowns and periods of restrictions as a result of the pandemic for which we were lauded for keeping the country connected. Now when we are all facing huge increases in the cost of living, BT Group, despite announcing 9% profits, believes a 3% pay pot is reasonable even though it has put up its customer's (of which I am one) by 9%.

It does not make me feel as though the company truly values the skills and knowledges of its managers and professionals. I am already seeing the impact of increased attrition in my area as good colleagues leave for better salaries elsewhere.

I am also angry that despite my union, Prospect entering into negotiations in good faith to secure improvements to and resolve longstanding issues with managers' and professionals' pay, BT decided to end talks abruptly with no commitment to continue to explore options put forward by Prospect's pay team on behalf of members. It is shocking that so soon after signing a Partnership Agreement with Prospect, the business would act in this way.

I know that this affects you too and I hope that you are also sharing how it makes you feel with your line manager.

I look forward to receiving confirmation that the above has been passed on.

Regards,

XXXX