

# BT Scot & NI Circular

## Back to the Table

Most pay letters “dropped” on the June 9 with the imposed pay and bonus awards. For some it was a bittersweet mix of contentment tinged with disgruntlement at the same time. For others it was a straightforward emotional case of injustice.

That said let’s regroup and reflect on this varied outcome. With our partnership agreement in the forefront, BT has been dismissive with this imposition because remember as part of our researched and well - reasoned arguments we were seeking to obtain a pay award for everyone.

This has not yet been achieved as some of our colleagues who have unfortunately been marked with a “work to do” rating, or some who have recently been promoted, will have received a zero financial award. Consequently that could be 3 years without a pay increase just as these recessionary times continue to deepen.

We are your union and therefore for those who have not done so yet there is still time to participate in our collective “Back to the Table” campaign.

The dissatisfaction of the business’s early conclusion of negotiations has not gone away and neither have we. Therefore, again we ask of you to fulfil our simple request to use our “Back to the Table” template to express either your individual [or collective, if you did OK from the pay award] disdain, referencing all the complexities around pay.

Remember there will not be any ramifications to you for expressing your thoughts but instead your personal action will demonstrably back up your union’s direct response to our company.

Your BT Committee will be meeting on June 22 to discuss and reflect on your feedback to determine our next action in the “Back to the Table” campaign. So do participate and share with us your reply from the company via email [HERE](#).

## National Conference

Many of your Prospect Representatives packed their buckets, spades, shades, boogie boards, electric scooters and headed down to Bournemouth to attend Prospect’s National Conference at the town’s International Centre [BIC] during June 12-14.

One of the key topics of discussion centred around “The Future World of Work”. One of the strands from that is your “Right to Disconnect”, which too forms part of work, life balance expectations in this a more enlightened world around workers’ rights.

As the peak summer season approaches, we want to encourage you not to send any non-urgent emails between 18:00 through 08:00... By all means if you need to compose them, do so, but refrain from just pressing the send button... but instead also use the **delayed email delivery** option in the Outlook list of selections by clicking-on the Viva Insights icon button.

# ⓑack to the Ⓣable

Join us to tell BT you deserve better

- BT walked away from pay talks without agreement with Prospect
- This is not in the spirit of the Partnership Agreement
- Philip Jansen said the company would continue to talk to Prospect on pay but BT has not given any commitments
- When the company disrespect Prospect, they are disrespecting the views of their own managers and professionals



Join Prospect at: [prospect.org.uk/join](https://prospect.org.uk/join)