

# BT Anglia Newsletter

## Get The Balance Right

Happy New Year! It's time to ask yourself if you're spending too much time at work? If you are then have a look at the resources provided by Prospect.

The first thing to do is use our [simple working hours tracker](#) and see how many extra days you are working for free. You should be taking your time back using your right to time off in lieu (TOIL).

Also take a look at our [guide to work-life balance](#). It's an old campaign, but the advice is as valuable as ever.

You can also talk privately with a Prospect rep. A different perspective, from an experienced rep, might give you some new options or insights. If there are common issues across a team or unit there may be an opportunity to take things up collectively.

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## Equality

We support BT's Ambition 2030 disability target of 17% for the whole workforce, with an interim target of 14% of managers.

BT has developed its Disability Rapid Action Plan (DRAP) in consultation with the unions. DRAP covers Talent Attraction, Talent Development, Workplace Adjustments, and Communications, Education & Awareness.

According to government statistics 18% of workers are disabled, but in BT only 7% are flagged as disabled on the HR system. This seems very low. If you have a disability please consider registering that with BT. Please contact your union if you need advice.

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## A Pay Rise For All!

Since our last branch member's meeting Prospect has written to BT expressing our demands for this year's pay review:

- A meaningful pay rise for all managers.
- Review the People Framework pay levels.
- Address the differentials between managers and team members.

We are continuing discussions at the highest possible level between Prospect and BT, and we need every member engaged supporting your negotiators. Please talk to your manager stating clearly what you expect from this year's pay rise. Tell us about recruitment and retention issues in your area, every piece of evidence that BT isn't paying enough is helpful to our negotiations. Finally, please keep talking to colleagues and if you have a colleague who's not a union member sign them up.

**Remember the more members we have, the stronger our voice.**

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## Safety

Union Safety Reps (USRs) are working hard to ensure that everything possible is being done to reduce Covid risks and to make sure that you're supported at work whatever your circumstances. As well as reviewing risk assessments, investigating incidents and carrying out inspections your USRs provide a vital link between you and the company. It is more important than ever that you engage with your USRs. Let us know what is going well, what is not going so well and contribute your ideas.

**Together we can improve the working environment and keep the workplace safe and healthy.**

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Mon - Fri 08:30 18:00