

BT Scot & NI Circular

Prospect looks to build on pay success story

Prospect members recently voted 88% in favour to accept a 2023 pay deal of up to 7% consolidated. The deal also included a 4% increase in the summer of 2024 although this will be subject to further review depending on what happens to inflationary pressures in the economy.

Prospect's BT Committee met on 5th October to consider how to build on the most successful pay negotiation in recent times, achieved by campaigning by activists and members,

but without the need for industrial action.

A first step will be to look beyond the headlines of the pay settlement at some of the detail. While 5.5% was paid without qualification, the additional 1.5% was left to the discretion of line managers but within an agreed framework of guidelines. Implementation here appears to have varied underlining the importance of Prospect's negotiation to keep this part of the deal to a minimum.

Lessons here will be learnt for 2024 with the key input of members.

Prospect ready for the challenge of changing times in BT

BT will have a new CEO in the first months of 2024 as Philip Jansen departs. The Union's Partnership Agreement with BT means that Prospect will be aiming to help shape the vision of BT as a successful Company for the future. Successful in terms of the City but successful too in meeting the ambitions of members.

Challenges remain. While the Better Workplace programme is in its final stages there are still plenty of tweaks and changes against the backdrop of the changing working patterns that not just the pandemic but a key focus on work life balance and wellbeing for employees.

Prospect is fully engaged with BT in making sure the impact of location changes is dealt with sensitively and appropriately.



Save the date

Our sixth annual Union Week will take place from 6-12 November 2023.



During Union Week, we encourage all members to talk to colleagues about Prospect and the importance of joining a trade union.

What can you do to make Union Week a success?

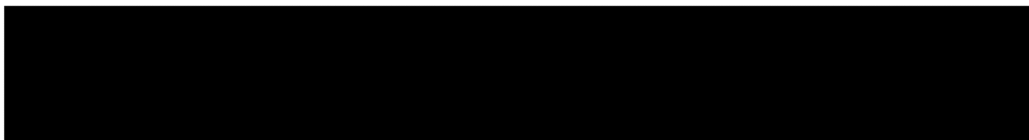
- talk to your colleagues about why being a union member is valuable to you
- ask your friends and workmates if they would be interested in joining Prospect [HERE!](#)
- encourage your colleagues to join one of our Union Week webinars TBC [HERE!](#)

BT Group recognises UNIONS!

Join your relevant UNION.

Prospect for Managers & Professionals
People Framework grades C,D&E

CWU for Team Members
NewGRID/WF 2020



Prospect Union
www.prospect.org.uk/join