



**DECENT  
FUNDING**

**FAIR PAY**

**SECURE JOBS**

BBC in the spotlight –  
a Bectu manifesto



**Bectu is the union for  
creative ambition**

Bectu is the largest union at the BBC. We are your voice in a changing BBC, your voice in parliament and together, we are working to secure a better future for everyone working at the BBC.

# YOUR VOICE

## Fair, transparent and clear pay and career progression

We want to see a transparent pay system including pay progression, which moves BBC employees through their job pay ranges. In recent years, pay progression has been a key element of union pay deals, and we have delivered significant pay increases to those low in range – this means a fairer workplace.

Our work hasn't finished – we need to ensure people are paid fairly for the work they do. Fairness and transparency around opportunities for all is also important. People need development, career paths and fulfilling careers at the BBC, which in turn makes it a richer organisation.

## Improved job security

Job security is key to life plans. Whether paying rent, planning a holiday, a family or even retirement, regular income plays a huge part – being able to rely on that income is key. During times of change, Bectu will continue to mitigate compulsory redundancies wherever possible and push for alternatives, to secure a stable future for our members.

## Safeguarding all BBC pension schemes

Pensions are an important part of the total remuneration package the BBC offers. Our aim is to protect our members' pensions and improve pensions wherever possible. Bectu is supporting members during the High Court appeal (announced 2023), and we'll continue to support you through any future changes which could affect your retirement plans.

Part of this involves raising awareness and helping members understand how their pension scheme works and to give members the confidence to make decisions now that can greatly improve their future quality of life.

## Improved diversity and inclusion

A diverse and inclusive workplace is one where everyone feels equally involved and valued, regardless of who they are or what their position is in the organisation. Bectu is committed to working with the BBC to help the corporation achieve its workplace culture goals, and to point out areas of improvement and shortcomings. We strive for fair and transparent recruitment processes and focus on building trust at every level of the organisation.

## A supportive working environment where people feel listened to

A model workplace is one where every voice contributes to innovation, collaboration, respect at work and there is confidence to speak up when things go wrong. We believe the BBC has an obligation to ensure a safe and supportive workplace, that will allow people to thrive and bring their best selves to work. Our collective efforts can ensure that policies at work are not only upheld but become the standard for the industry.

## A decent funding model that protects your future

Underpinning all this work is a need for a fair funding settlement. Bectu will always campaign and lobby government to ensure a fair and sustainable funding model that upholds the future of the BBC. A fully-funded BBC public service ensures that resources are available for staff to do their jobs, independent of government and free of commercial pressures. A decent funding model for the BBC is an essential cornerstone of media diversity, and a testament to the principle of a well-informed and enriched society. Our efforts to lobby government to provide adequate funding also safeguard our members' jobs and your career at the BBC. See [bectu.org.uk/bbc-licence-to-more/](https://bectu.org.uk/bbc-licence-to-more/) for more about our 'Licence to More' campaign.

Find out more about  
Bectu at the BBC



[bectu.org.uk/bbc](https://bectu.org.uk/bbc)

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There is strength in  
union. Join us today.



[bectu.org.uk/join](https://bectu.org.uk/join)



**bectu**  
at the BBC

The Bectu logo features a stylized, three-dimensional yellow and pink shape above the word 'bectu' in a bold, lowercase sans-serif font. Below it, the text 'at the BBC' is written in a smaller, lowercase sans-serif font.