

# BT Scot & NI Circular

## Changing times at work - for the better

The Labour Government elected in July has a new deal at work as part of its programme. The details of what this will mean are currently being consulted on. In the last few weeks Prospect General Secretary and other union leaders met Deputy Prime Minister Angela Rayner and Business Secretary Jonathan Reynolds, while business leaders including BT CEO Allison Kirkby also met them.

One focus will be on flexible working, around compressed hours (working 5 days hours in 4 days) working from home and the balance of hybrid working.

Another will be on the right to disconnect meaning that employees can be clear that when they are not at work they really are not working and don't have to reply to mails or calls.

A good deal of this is already part of discussions between Prospect and BT and this underlines the reality of how changes will take place. The detail will be negotiated making sure that all interests are taken into account. The more union members there are the more effective this reset process will be.



## Pay Ranges: Prospect continues to press

One of the key things raised by members from 2024 pay was the lack of transparency with the new Market Rates and their mapping to the associated Market Rate of Pay. Prospect has already raised this with BT and will continue to press for a reasonable way forward on it.

## Flu

With autumn arriving and schools returning seasonal illnesses feature again. BT has made available vouchers for free flu vaccinations at Boots and there are still some available for those who wish to take the offer up.

## Moving on? Stay with Prospect

Leaving your job doesn't have to mean losing the protection or benefits of trade union membership.

*If your work circumstances change you can stay with us and find out more [HERE](#).*

## Join Prospect

### Membership subs rate based on your income via direct debit

#### Working members

Band	Salary range	Monthly fee
Band 0	Up to £14,352	£5.37
Band 1	£14,353 - £20,493	£7.65
Band 2	£20,494 - £25,274	£10.53
Band 3	£25,275 - £31,422	£13.39
Band 4	£31,423 - £42,349	£16.96
Band 5	£42,350 and above	£19.63





## **SEXUAL HARASSMENT SUPPORT SERVICE**

Scan the QR for the online form or call us on  
**020 7902 6647**. We're open **9am–5pm, Mon–Fri**.



At Prospect, we take a zero tolerance approach to sexual harassment. That's why we've launched a new **Sexual Harassment Support Service**.

Our online form gives you the option to request a call back from one of our trained team. They can offer advice and help you to consider your options.

**No-one should have to experience sexual harassment in the workplace.**