

# BT Scot & NI Circular

## The Union has listened on 3 and 2 and is in discussions with BT

While many members find the practice of being three days in an office and two elsewhere a convenient way of working significant numbers have concerns about aspects of what will be a BT policy in 2025.

The Union is on record as noting that when it comes to where and how people work a 'one size fits all' approach is not appropriate. BT has acknowledged that people who for a range of reasons cannot attend an office are no less valued than those who do attend. The CEOs recent message underlined that Passports will be honoured.

While BT can use BASOL data to check attendance Prospect continues to have major concerns about how it will be kept confidential between an individual and their manager.

Prospect will be updating members once discussions with BT on 3 and 2 are concluded. The Union has a Partnership agreement with BT and as always, the aim is to reach a final practical result that meets the concerns both of the Company and of members.

In particular in the current environment, it must be one that enhances BT's capacity to compete in the external market rather than hindering it.

## End of Year

December is the time when many take time to reflect and have some time out to spend away from every day work concerns. Work-Life balance is a key issue and looking forward Prospect will be continuing to press for a right to disconnect policy so that there are clear lines between the world of work, and personal time.

## The Best Seasonal Present

The best present, workplace wise, that can be given, is to ask any colleagues that are not yet union members to join Prospect.

They can look forward to 2025 with the protection of Union membership and the more members we have the better that protection works.

**Colleagues can find their sub rates and join Prospect today via their mobile device using the QR code below:**

## Looking ahead to 2025

**Pay** - Managers and Professionals pay date is June 2025 so its early days. However, there are still impacts on energy and food prices as well as housing and Prospect will be looking for a fair and equitable increase for all.

**VPL Schemes** - the schemes are just that, voluntary on both side. The Union remains concerned and continues to press on the issue that headcount reductions don't lead to more work for those that remain.



## Join Prospect

### Membership subs rate based on your income

Working members		
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



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