



For the attention of Kevin Carson and Arun Devasia
Cc: Anthony Busselier, Gavin Cooke, Holly Christopher, Yameen Rasul

8 January 2026

Dear BECTU representatives

Response to third collective consultation meeting

Thank you for attending the collective consultation meeting on Thursday 11 December 2025.

In attendance at the meeting were the following colleagues:

- BECTU Representatives – Kevin Carson, Lisa Singh (deputising for Anthony Busselier), Holly Christopher, Yameen Rasul, Gavin Cooke
- BBC Business Representatives – Kelly Kowal, Jaime Toca, Jack Whyte, Alison Ransome, Bridget Kane, Lottie Gosling

We've considered the points raised at the meeting and have responded to each of these in turn.

1. Request for counter proposals to be received by 19th December

Kevin explained that BECTU will make best attempts to raise outstanding questions by this date and we did receive a list of questions which we are finalising our responses to. We hope to receive counter-proposals from BECTU (if there is an intent to submit any) in the coming week.

2. Consultation with Senior Engineering Team Leaders and performance management

Gavin explained that there is no request being made for SETLs to be in consultation or be considered as at risk of redundancy / required to re-apply for roles. Rather that the tasks moving from Delivery to SETL will create an unmanageable workload and there is a fundamental viewpoint that efficiencies cannot be achieved without a Delivery Manager.

We outlined that the proposal re-emphasises requirements in the existing SETL job description so there are no plans to enter into formal consultation with SETLs. Feedback sessions have taken place to ensure colleagues in Engineering and Product understand the proposals and have an opportunity to provide feedback. There will be a training and change management plan in place to make sure there is a consistent approach to undertaking duties. If colleagues feel unable to enact these duties support can be provided.



This clearer accountability and consistency will make it easier to have more meaningful performance conversations.

3. Support for colleagues on maternity leave

We confirmed that all colleagues on maternity leave have been contacted and offered a one to one phone call. The policy around redundancy protection for pregnant colleagues and those who are new parents has been shared along with the FAQs published on Gateway.

4. Preference forms

We agreed to delete the preference forms received so far and start again using an updated form which enables colleagues to preference for all proposed roles regardless of Band. The updated form has been made available on Gateway.

5. Bumping

We intend to define the final agreed structure before bumping decision opportunities are opened up. We do not intend to open a full bumping expression of interest process in Product Group, but rather a targeted bumping approach for colleagues who remain at risk of compulsory redundancy based on their alternative role preferences and skills.

6. Product Initiative Lead document

We heard that the representatives believe this is a redistribution of work from Delivery to Product Management.

We disagree with this position. The document clarifies expectations around ways of working cross functionally. This is not a new role or a vacancy, nor is it a new ask as the Product Manager CPF covers this expectation already.

Kevin highlighted that in 2022 colleagues had been mapped from Technical Project Management roles into Delivery roles and now the organisation is moving this work to Product Management. We explained that pre-2022 the organisation had approximately 500 roles in project management and there was a need to differentiate between Product Delivery, Technical Project Management (largely Tech group) and Project Management. Colleagues in Delivery had been doing Delivery work and a distinct CPF was created to reflect this. Duties didn't change, rather it was an opportunity to have an accurate job description for colleagues that reflected the Delivery work being undertaken. The Technical Project Manager role was introduced at the same time as Delivery Manager – it was not predicated.

7. Where does the work go – discussion with Jack Whyte Director of Engineering & Data

We talked through how there is duplication and overlap between Delivery and Engineering. Some teams currently work without Delivery successfully but this doesn't happen consistently. Gavin

shared a list of tasks to illustrate the extent of the work being transferred from Delivery SETLs but the view we shared was that these are not felt to be substantial.

We explained that due to the lack of consistency in approach at the moment, some SETLs will need to adjust how they spend their time, for example doing less coding and lean in more heavily to the leadership part of their role. Engineering have been hiring heavily which will support SETLs in delegating, as well as ensuring teams are a healthy size.

Gavin asked for data that demonstrates the effectiveness of the proposal and we note that you have more explicitly stated what it is you are looking for in your recent letter which we'll review.

We trust this answers questions from the third meeting. There has been a fourth meeting since which we will respond to separately.

With regards

Kelly Kowal
Director of Product Operations