

# BT Midlands Circular

## Prospect welcomes Government plans to reset the world of work

The Government published its long-heralded Employment Relations Bill on 10<sup>th</sup> October. Prospect's General Secretary has described it as the 'biggest single change to workers rights in the last 50 years'.

In large companies like BT a good part of what is in the Bill is already mostly in place within the framework of a long standing partnership agreement between Prospect and the Company. This means that the Union works with BT to ensure that working conditions and practices protect the interests and work-life balance of employees while also promoting the efficient running of the business.

Of course, there are still issues and concerns that are discussed between the Union and BT.

The Employment Relations Bill contains a right to request flexible working. This can mean compressed hours - working 5 days hours in 4 days. This is already a possibility in BT, and it is also existing Prospect policy.

It can also mean working from home. The Bill says that an employer has to agree to requests for this unless there is a good reason why it won't work for particular roles. BT's hybrid working policy, currently labelled 3 and 2, addresses this but Prospect will keep matters under review with the Company with actual changes to the law not

due until the Autumn of 2026 in some cases.

Another issue important to many members, the right to disconnect, is not in the Bill but may follow later. This means giving employees the right not to deal with work calls and mails in the evening and weekends to promote good work life balance. It already exists in much of Western Europe. Again, under the Partnership Agreement with BT this is an issue which Prospect may continue to review with BT.

***The more members Prospect has, the better rights at work promote the interests of employees and BT.***

Changes in the law are important but what makes a difference in the workplace is detailed discussion between Prospect and BT. Here the more members the Union has the better this can promote meaningful practice.

## Flu Jobs

Free BT vouchers may still be available for the 2024 flu jab. With autumn drawing in it's a sensible seasonal step although of course voluntary.

## Union Week - watch this space!

Our seventh annual **Union Week** will take place from 18-24 November 2024. BT reps will be out and about in buildings across the UK. Watch this space!



## Join Prospect

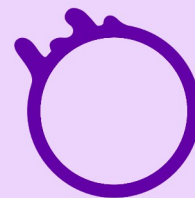
**Membership subs rate based on your income via direct debit**

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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