

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

11 February 2026

Dear BECTU representatives

**Response to seventh collective consultation meeting**

Thank you for attending the collective consultation meeting on Friday 6 February 2026.

In attendance at the meeting were the following colleagues:

- BECTU Representatives – Kevin Carson, Arun Devasia, Anthony Busselier, Lisa Singh, Gavin Cooke, Yameen Rasul
- BBC Business Representatives – Kelly Kowal, Jaime Toca, Bridget Kane, Claire Sproule, Lottie Gosling, Alison Ransome

At the meeting we talked through the counter proposal shared by Gavin on 5<sup>th</sup> February. Please find a summary of these points below. The Executive Support portfolio was not discussed and this area was agreed to remain as proposed (3 x Band F, 3 x Band E).

**1. Product Group Operations**

Discussions had been held with Kelly and Jaime in advance of the call to set out:

- 1) Within the Portfolio Operations team, creating 4 areas of responsibility and having a Band E lead on each (headcount neutral but elevation of Band).
- 2) Within the Third Party Operations team, split this into strategic supplier management and day-to-day execution / administration. The counter proposal suggests an increase of 5 EFT across Bands E, D and C.

	Proposal	Counter	EFT impact
Portfolio Operations	2 x E 3 x D	1 x E 4 x E	0
Third Party Operations	1 x E 3 x D	2 x E 5 x D 2 x C	+5
TOTAL			+5

## 2. Programme & Project Management

Discussions had been held with Kelly and Jaime in advance of the call to set out:

- 1) Data Operations – introducing 2 additional Band D roles
- 2) Programme Management – introducing 14 additional roles across leadership, portfolio management, third party and programme management.

	Proposal	Counter	EFT impact
Data Operations	1 x F 3 x E 4 x D	1 x F 3 x E 6 x D	+2
Leadership	N/A	1 x F	+1
Portfolio Management	N/A	1 x E	+1
Programme Management (pan-BBC)	1 x F 4 x E 2 x D	2 x F 4 x E 8 x D	+7
Programme Management (Third Party)	N/A	1 x E 4 x D	+5
TOTAL			+16

## 3. Portfolio Alignment

Thank you for talking through the risks you felt needed to be addressed through a counter proposal, namely having enough resource to have shared visibility of dependencies early enough to take proactive action. You talked through how resource would be assigned at problem space area level to the most complex work.

	Proposal	Counter	EFT impact
Portfolio Alignment	1 x F 3 x E	2 x F 7 x E 14 x D	+19
TOTAL			+19

## 4. Team Level Support

In this section BECTU talked through other requests that BECTU would like to make, namely:

- Consider increasing the number of Agile Coach and Principal Engineer roles to help mitigate against compulsory redundancy

- Considering the process for supporting SETLs moving out of this role if they no longer wish to remain in it e.g. if they used to be a Principal Engineer consider putting them back into this role
- Considering the process for supporting Delivery Managers to move into roles elsewhere in Product group e.g. SETL, Product Manager

Thank you for highlighting that depending on the organisation’s response to sections 1-3 above, that there may be further counter proposals submitted as part of section 4. We asked that these were made known to help inform the organisations response.

We agreed that we would aim to provide an organisational response to the BECTU counter proposal by close of Wednesday 11<sup>th</sup> February. This is with a view to BECTU discussing this with members on Thursday 12<sup>th</sup> February. We have held time together on Friday 13<sup>th</sup> February to talk through any questions or outcomes from the meeting with members should we need it.

In total, the summary position of the counter proposal compared to the initial proposal is:

	Proposal	Counter	EFT impact
Product Operations	7 x F 16 x E 12 x D	10 x F 26 x E 37 x D 2 x C	+3 x F +10 x E +25 x D +2 x C
TOTAL	35	75	+40

We trust this is an accurate summary of the discussions held at the seventh meeting. We have held time together on Friday 13<sup>th</sup> February to talk through any questions or comments from the meeting with members should we need it.

With regards

Kelly Kowal  
Director of Product Operations