

BT Scot & NI Circular

Performance & Location: a focus on process



The hot topics Prospect is picking up and representing members on currently are performance and location:

Performance

BT has discussed with Prospect its aim to make sure that, where appropriate, more people are recognised as 'brilliant' and also where there are issues a 'work to do' rating is used. It's important to understand that the principles of no fixed distribution of ratings and no surprises previously agreed with Prospect remain.

If you are marked work to do without it being previously discussed (at the latest by January) and an agreement reached on how to address issues, then this should be challenged. In the first instance it can be raised with the second line manager. If this doesn't work, a grievance can be raised. Contact the Prospect Helpdesk on 0300 600 1878 for advice.

Location

Prospect has found that around BT Better Workplace locations the renewed focus on hybrid working is going OK for most. People are in the office when it's appropriate to be, and when this helps efficient working

practices. However, there are concerns around sufficient desks during peak periods (mid-week). In addition, there are still some issues with people being asked to attend offices when health or caring issues mean more thought needs to be given on how things work. If you have an issue, get in touch with the Prospect Helpdesk.

Pay

The 2024 pay increase will be in June salaries. As a reminder a members ballot agreed a headline quantum rise of 4% for this year in autumn 2023. 2% of this is pre-populated and there needs to be a good reason if it is not paid, and an explanation given.

As Prospect's most recent pay survey indicated members also want a degree of flexibility on pay. While most can expect something around 4% this may vary. Again, where it does an explanation should be asked for and expected.

Prospect Conference

Prospect's conference will take place in Birmingham in early June. This is the main union conference focusing across all sectors. There is certain to be debate on issues of importance to BT members such as the use of AI and its impact on jobs. Watch out for a report in the June newsletter.

Mental Health Awareness Week 2024

Mental health awareness week takes place from 13-19 May and this year's theme is "movement: moving more for our mental health".

The Mental Health Foundation, which is spearheading the event in the UK, says one of the most important things you can do to help protect your mental health is regular movement. Moving more can increase your energy, reduce stress and anxiety, and boost your self-esteem.

Moving our bodies is important for our mental health. Yet research by the Mental Health Foundation

shows that more than a third of UK adults find it challenging to find the time for movement.



⇒ **We have drawn together a range of our mental health resources which can be found [HERE](#).**

⇒ **As usual, Prospect are supporting BTs efforts for the week [HERE](#).**

⇒ **More from the Mental Health foundation about the week [HERE](#).**

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