

# BT Scot & NI Circular

## Pay 2024: How was it for you?

### Members Pay Survey

Pay and bonus for 2024 has now been implemented and Prospect is running its annual members survey. The survey will be sent to the e-mail address you have designated on your union membership record.

The survey is important not only because it gathers information about how pay landed but also because it shapes the Union's approach to future pay negotiations with BT.

As a reminder members balloted on and accepted a 4% increase in the pay quantum for 2024, double the rate of inflation. Far from everyone got 4% as the award had to address issues such as people low in range and market rates. However, BT agreed with Prospect that a 2% rise would be prepopulated, and managers could only change this with good reason which should be communicated to impacted individuals.

We need to know from you how this landed and whether BT's commitments were honoured.

There is a comment box in the survey, so we are also keen to know your views on 2025 pay. Should the whole increase be a fixed amount, or should there be an element of managers discretion as our 2023 survey indicated?

Members will also be aware that pay ranges have not been increased recently despite a period of high inflation. Prospect is pursuing this issue with BT.

## Election 2024

July 4<sup>th</sup> saw a change of Government and with it the election of two Prospect officers as MPs.

Senior official Andrew Pakes was elected for Peterborough. Andrew has done considerable work on AI, and this is an issue we hope the new Government will focus on, in particular to make sure that it benefits employees and employers.

Comms officer Tom Rutland was also elected for Worthing East and Shoreham.

CHANGE  
CHANGE  
CHANGE  
CHANGE  
CHANGE  
CHANGE



prospect  
SUPPORTING YOU  
DURING CHANGE

Join Prospect online:  
[www.prospect.org.uk/join](http://www.prospect.org.uk/join)

## BT & Prospect Death Benefits



**ALL** employees need to ensure they update **ALL** personal records whether they are Prospect members or not.

There could be **Three** different payouts, and for many of you **Four** to check and update. For example the BT life cover, the BTRSS and the BTPS are all separate benefits.

None of them are connected and **YOU** need a selection or Expression of Wish for **each one**.

Should death occur in service whilst employed by BT, not just when you are at work, then a payment could be made to your **nominated** dependants.

Neither the Company or the Union have any insight into your personal details unless you inform us, and this could result in benefits being paid to people you would prefer not to benefit or people to benefit in different proportions to your wishes. Some people or organisations, like charities, may not be eligible to benefit unless you nominate them.

It is also prudent to refresh your nominations even if they have not changed, it shows that they are still current and relevant and not out of date.

It is **YOUR** responsibility to ensure **YOUR** details are correct. Do not put it off till later.

## CORE LIFE COVER AND VOLUNTARY LIFE COVER

To check your **Core Life** details go to “My Benefits Page” or follow this link within the company browser [HERE](#) or at home if you have registered [HERE](#).

- ⇒ Select the “EXPRESSION OF WISH” then “MAKE CHANGES” to see your existing choice.
- ⇒ Any changes need to be saved by “ADD TO BASKET”.
- ⇒ When done “GO TO BASKET” tick the box and “CONFIRM SELECTION.”

## PENSION

To check your **Pension** beneficiaries go via Pensions within the company browser and confirm/update for each scheme you were ever in [HERE](#).

Use the Single Sign On links or you can go straight to the provider if you have registered directly with them.

- ⇒ **BTPS** – old BT pension for those who started in BT before 2001 externally via [HERE](#).
- ⇒ **BTRSS** – current Pension for most (except Hybrid and Nest) externally via [HERE](#) or via the App.

The intranet page has links to all of BT’s schemes, past and current, including Hybrid and NEST as well as the two most common:

## DEATH UNION BENEFIT

Prospect’s death benefit scheme offers a lump sum payment to a dependant of a working member who has died. The family can contact Prospect Email [HERE](#).