

## Feb 2020 – allowance update emails (Shift and Outside Broadcast)

**Email subject:** Update on Shift Allowances for the BTRSS and BT Hybrid Scheme

**From:** Kerry Shiels, pensions director

**To:** Employees who receive TUPE shift allowances

**Status:** For information

Dear Colleague

As agreed in the 2018 Pensions Review, from April 2019 we made the following allowances pensionable for BTRSS and BT Hybrid Scheme members:

- Shift
- Night attendance premium (within standard hours)
- Outside broadcast (team members only)
- Sunday within standard hours (team members only)

This meant that although we did not ask you to pay any extra, the contributions paid for you by BT increased.

We've now found that when we made the updates to our Payroll systems we didn't include some of the less common shift pay elements which mainly relate to historic arrangements arising from TUPE.

Our records show that you have been in receipt of one these allowances (shown on your payslip as TUPE Shift Allowance, Radianz Shift Allowance, Shift Allowance or TUPE Shift Allowance Percent). We're sorry that we missed it but we're pleased to let you know that we've made further changes to Payroll so that these elements will be used in the calculation of your pension contributions from **February** 2020 onwards.

We'll also run an exercise to pay any employer contributions that would have been paid into your pension from April 2019. A one-off employer payment will be made to your BTRSS or Hybrid Scheme account as part of the **March** 2020 contributions.

You do not need to take any action. You're able to see BT's monthly contributions in your [Standard Life dashboard](#).

You can remind yourself about what was said in the pensions review by reading the 'changes to your pension' booklet that can be found [here](#).

Regards,

**Kerry**

**Email subject:** Update on Outside Broadcast Allowance for the BTRSS and Hybrid Scheme

**From:** Kerry Shiels, pensions director

**To:** Employees who receive Outside Broadcast Allowance

**Status:** For information

Dear Colleague

As agreed in the 2018 Pensions Review, from April 2019 we made the following allowances pensionable for BTRSS and BT Hybrid Scheme members:

- Shift
- Night attendance premium (within standard hours)
- Outside broadcast (team members only)
- Sunday within standard hours (team members only)

This meant that although we did not ask you to pay any extra, the contributions paid for you by BT increased.

We've now found that when we made the updates to our Payroll systems, the Outside Broadcast Allowance continued to be pensionable at half of the amount received as was the arrangement for members of the BT Pension Scheme. We've now agreed that the full amount of the Outside Broadcast Allowance should be used in the calculation of your pension contributions and we've made the changes to Payroll so that this will happen from **February** 2020.

We'll also run an exercise to pay any employer contributions that would have been paid into your pension had this been implemented from April 2019. A one-off employer payment will be made to your BTRSS or Hybrid Scheme account as part of the **March** 2020 contributions.

You do not need to take any action. You're able to see BT's monthly contributions in your [Standard Life dashboard](#).

You can remind yourself about what was said in the pensions review by reading the 'changes to your pension' booklet that can be found [here](#).

Regards,

**Kerry**

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