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Issue No. 245/2020 | 09 December 2020

TO BT BRANCHES WITH TECHNOLOGY MEMBERS

Dear Colleague

BT Technology – Compulsory Redundancies – Phase 2 Update – Expression of Interest

Further to the Branch briefing issues on the 25 November which updated the branches on discussions the Technology NT were having on 'Expression of Interest' I am pleased to report that a number of improvements have been secured and the NT have now agreed the process.

The CWU have been consistent in requesting a greater degree of voluntarism in approach and have been disappointed that our representations have not been able to influence the proposals more during phase 1 of the consultation exercise. This is mainly due to the business wanting to retain their best talent due to the impact of the future business requirements.

However, for the first time under Project Griffin phase 2 and any further phases until the end of the financial year, the Expression of Interest process will be utilised that will enable Team Members in a selection pool to express a preference as to whether they wish to stay with BT or leave under voluntary redundancy terms with the primary aim of accommodating the preference wherever possible. The exception to this will be those with a 'brilliant' rating in the last 12 months.

The selection pool process governance has also been discussed and a selection panel review will be put in place that will include the HRD or Senior HRBP and an independent Senior Manager or Director in order to ensure fairness, consistency of approach across pools.

Once the panel review has been undertaken and the results agreed, the colleagues in the pool will be informed of the selection outcome along with the rationale for this decision and feedback on any expression of interest submitted.

Please find attached a copy of the Expression of Interest Process.

Yours sincerely

Sally Bridge
National Officer

Attachment:



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