



B.T. Enterprise & Global Service Report.

For B.T. Eastern Regional Committee. 4th Nov 21.

1. Better Workplace.

- (i) Enterprise. Rumours are that Brentwood could close and be re-developed into flats but there is no concrete proof that this is the case. The site is not on the current company list of site closures so it is a case of watch this space.
- (ii) Global Services. Nothing to report.

2. Resourcing.

- (i) Enterprise. Other than Brentwood mentioned above nothing to report.
- (ii) Global. Global are to close the site at Ambassador House in London however it will be making 11 new roles at the Shrewsbury site. The grading evaluation on the new roles has not yet been completed. Having said that the future of the Shrewsbury site is unsure. Allan stated that we should expect more redundancies.

3. Smart Working.

The Hatfield site introduced a Desk booking system which commenced on the 4th Oct. This is where individuals don't get their own desk but instead book a work station that is cleansed after each use. Covid cases are going up and the company are having a re-think on its current arrangements. Allan went on to say that he and the team would like to hear from individual Branches on the company's attitude towards smart working as it appears to be a bit hit and miss in some customer facing units (CFU).

4. SME OT Bonus.

The ongoing dispute with the company as regard to the O.T. Bonus has been resolved with the company agreeing to pay an Ex-Gratia payment, the company has however stated that it admits to no wrong doing and does not accept any liability.

The contractual agreement was that OTB would be paid at 35% since when it has been paid as an average rate. B.T. states that it will only pay those individuals that still work within the SME unit and not those who have left to work elsewhere within the business.

The CWU have challenged this ruling and are now seeking legal advice.

The members affected number 72 with 54 of them getting the maximum payment of £10,000 going back to 2011. The rest will be paid by decreasing increments of £8,000, £6,000 and £4,000 depending on time served within the SME unit. All Payments should be in the November pay pack.

SME LAB

SME desk are changing to new operating model, early signs of the trial are that it has a lot of teething problems. It has been reported by our members that in its present form it is not fit for purpose the company are working hard to iron out these problems.

IEX in Enterprise voice. The 999 Operators are trialling a new system. No updates at the moment.

5. Framework Agreement.

Allan reported that the NT have now actively Started on the Framework agreement in that work has begun on mapping bands. These job families will be a pre cursor to sorting out all the unagreed grades and pay points.

In Global services (excluding B.T. Security) all grades have been agreed and will be a C or D grade, there is however discrepancies in the F banding and what the job roles will be and what job family they will be in (Technical or Engineering).

Although work has begun on the new framework agreement the members will be balloted on the new structure.

6. Recruitment & Organising.

Allan spoke about the union wide drop in membership and the approach that he proposes to take within Enterprise. The idea is with company approval we will target a buildings within the enterprise sector and go in for the day. We will then engage with our people finding out what problems they face within the workplace and take onboard all their concerns, in essence hold a full-blown union surgery. Whilst taking this more pro-active approach it will give us the opportunity to recruit non- members,

7. AOB

Discussions were had around holding future meetings. Should they be held at Head Office or by virtual technology. Cost to Branches and time lost to travel were negatives with face to face networking positives. At the moment due to the current climate the status Quo will remain with the next meeting being held virtual.

Regards.

Gary Good