

No.037/2019

23rd January 2019

TO ALL BRANCHES WITH BT MEMBERS

Dear Colleague

BT Sunday Payments for Part-Time Employees

Branches have reported issues with the application of Sunday Attendance payments for part time employees. This issue has mainly arisen in Consumer over the last 18 months, but has also come up in other parts of the organisation. As a result we have been in protracted discussions with BT to get a definitive statement of the Group policy and have now resolved the issue.

The policy is detailed in the attached letter which confirms the following Group approach.

1. "Standard hours" are those normally worked by a full time member of staff. That is 36 hours or 37.5 hours for Workforce 20/20 contracts.
2. Part-time employment is deemed to be weekly hours worked that are less than a full-time employee on "standard hours".
3. For a part-time employee their "contractual hours" are those shown in their contract of employment.
4. Hours worked by part time staff above their "contractual hours" up to the "standard hours" are known as "additional hours".
5. If part time staff work "contractual" or "additional" hours they are entitled to:
 - 1 x hourly rate for all hours worked up to 36 or 37.5 for Workforce 20/20 contracts.
 - If any of the "contractual hours" or "additional hours" are on a Sunday, they can also claim the Sunday Unsocial Hours payment (an additional 1.0 x hourly rate).
 - If they work more than 36 or 37.5 hours then the normal overtime rates will apply.

This has been an unresolved issue in Consumer for over a year and we would like to thank members and Branches for their patience.

If members do have an issue with how their payments have been made then they should contact their Line Manager in the first instance.

If Branches with members in Consumer have issues with the payment of this allowance that cannot be resolved locally, then they should contact Nigel Cotgrove via HQ.

Yours sincerely

Dave Jukes
Assistant Secretary

Nigel Cotgrove
Assistant Secretary

Attachment:



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Attachment 1.pdf