

No. 062/2019

30 January 2019

TO: ALL BRANCHES WITH MEMBERS IN BT FLEET

Dear Colleague

TUPE of Apprentices from BT plc to BT Fleet Solutions

The CWU have been advised that apprentices recruited since October 2017 within Wholesale & Ventures, now BT Enterprise, were held centrally as Early Talent within HR. This has now been reviewed and the apprentices are to be moved into the part of the business they are working in and they are being assigned to their local OUC as detailed in the attached letter.

For 37 apprentices in BT Fleet, this will result on a change of legal employment entity from BT plc to BT Fleet Ltd and therefore the transfer will be conducted under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE). The CWU are working closely with BT to ensure a simple and easy transition and the attached initial FAQ document has been produced to aid the process and will grow should further questions be submitted.

The apprentices in BT Fleet Solutions were hired across two roles, Level 3 light vehicle maintenance technician and Level 3 Customer Service. The technicians are spread across the country and the customer service agents are based at Aquarius the headquarters office.

It has been confirmed that this will be a change of legal employer only and there will be no change to terms and conditions and existing policies will continue to apply. There will also be no organisational changes as they will remain in the same locations, working with the same teams and with the same manager as they are currently. There is only one change, a small improvement in that the potential for overtime becomes available.

The attached communication is being sent out to each apprentice at lunchtime on 30 January 2019 and their managers are to be briefed in due course. The transfer of employer entity will take place on 01 March 2019.

Yours sincerely,

Brendan O'Brien
Assistant Secretary

Any enquiries on the content of this briefing can be sent to this office on:
ldefontaine@cwu.org.



Fleet Apprentice
FAQs v1.docx



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TUPE transfer of
Fleet apprentices for