

Hi

I'm writing to you to outline some changes that will be taking place on the 1st March 2019.

When you were recruited, the decision was taken at the time to hold the headcount for all apprentices across Wholesale and Ventures centrally in HR, this is why you have a different OUC to your manager and others working in your team. The reason for this was that we wanted to hold all of our Early Talent centrally to understand who we had working in our organisation and the training and support they needed to excel in their chosen areas.

We're are now working with the business to move all Enterprise apprentices on level 2 and 3 programmes to the part of the business they are assigned to and their local OUC. We are doing this because feedback has told us that apprentices working at this level would benefit more from being aligned to their manager, mainly for T&S purposes.

For apprentices in Fleet, this will result in a change of employer which is why you are receiving this email. When we move people from one employer to another this means the TUPE (Transfer of Undertakings for the Protection of Employment) Regulations also apply. The TUPE Regulations are designed to protect the employment of individuals in this situation.

Although we are not intending to make any changes to your terms and conditions we will be working with the CWU during this transfer.

On the 1st March, you will become a BT Fleet Limited employee, this change will not affect your day to day role, your pay or your length of service.

We will produce a list of frequently asked questions, so if you have any questions regarding this change, please contact me, Cass Walters at Cassandra.Walters@BT.Com.

Shortly you will receive an invite to a group call on Tuesday 5th February. On this call we will run you through the above in more detail and will be an opportunity for you to ask any questions. We will record this call for those unable to join. Your line managers will be briefed ahead of this call.

We will also have a group call to let you know when Consultation is concluded to confirm that there are no changes to your current Terms and Conditions. We will then write out to each of you to confirm this in writing.

Kind Regards

Cass Walters

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