

**Issue No. 034 | 16th October 2019****TO ALL ENTERPRISE MEMBERS**

Dear Colleague

FUTURE JOB LOSSES IN ENTERPRISE

The announcement this afternoon from BT Enterprise concerning their 'resourcing challenge' stating a requirement to consolidate work and reduce workplaces, glosses over and underplays their real intentions. The stark reality is that they are seeking a substantial headcount reduction of team member grades across the Enterprise business, and EE Enterprise. Significantly and for the first time, BT are refusing to rule-out compulsory redundancies. This is tantamount to BT owning up to its own failure and making you pay the price.

The CWU has a long-held policy of no compulsory redundancies and this was clearly emphasised at our Annual Conference this year, which unanimously backed a ballot for industrial action, should we find ourselves forced into even one compulsory redundancy. Please be clear that the CWU will be absolutely holding steadfast to this policy.

Those who will be put 'at risk' (of redundancy) will receive a letter on 31st October. We fully appreciate that this issue may be unsettling for members and our workplace representatives and branches across the regions are on hand to provide advice to our members. The CWU has always worked positively with BT to help them address the challenges they face. It's hoped that headcount is on a voluntary basis if BT stick to our legally binding redundancy agreement. This stipulates that, before formalising any proposals that include potential redundancy; BT and the CWU will jointly aim to resolve any identified surplus through a combination of:

- Redeployment, with associated retraining and re-skilling
- In-sourcing of previously off-shored or contracted out work
- Natural wastage hastened by recruitment slowdowns or freezes
- Contractor and agency displacement
- Rebalancing workloads and the control of overtime
- The offering of enhanced voluntary leaver packages

The CWU National Team will be seeking urgent talks with BT Enterprise on this issue over the coming weeks. Our approach will be to seek the following.

- Maximize the number of jobs retained in Enterprise
- Redeploy as many as possible to other suitable roles
- Ensure that any job losses take place on a voluntary basis.

You should contact your local branch if you are affected by any of the proposals and need advice. Also if you have changed your home address or contact details recently, please ensure that you advise your branch immediately. We will be setting up a dedicated email at btenterprise@cwu.org, which will be monitored daily. Please send any comments in relation to this communication through to this email.

Allan Eldred
Assistant Secretary