



Issue No. 185/2020 | 17 September 2020

Dear Colleague

**BT Group Functions Potential Redundancies - Collective Consultation (BT Group Corporate Units, Human Resources (HR) Redeployees, Group Finance (GFSS), Legal and Corporate Affairs)**

BT has informed the Union that there is the potential for redundancies within four separate Business Units and these are: BT Group Corporate Units, Human Resources (HR) Redeployees, Group Finance (GFSS), Legal and Corporate Affairs.

Consultation meetings have taken place over the past few weeks regarding these redundancies. This communication is to inform you that the company intends to move to the next stage of the redundancy consultation process.

It is our view that these proposals are a major shift in the way BT Group has previously managed surpluses for Team Members and as you may be aware the CWU has been fighting against compulsory redundancies in other areas of BT. As they stand these proposals are completely unacceptable; the Union is opposed to any compulsory redundancies and will do everything possible to try and keep members in work.

There will be a formal meeting with BT Group Employee Relations, HR and your operational managers on Thursday 17 September 2020. The purpose of this and future meetings is to hold BT to its legal obligations to (a) avoiding the dismissals, (b) reducing the numbers of employees to be dismissed, and (c) mitigating the consequences of the dismissals and shall be undertaken by the employer with a view to reaching agreement with the appropriate representatives.

In more detail the proposed redundancies numbers are given below:

<u>Business Unit</u>	<u>Reduction</u>
Legal	2
Human Resources (HR) redeployees	4
Group Finance (GFSS)	8
Corporate Affairs	10

During the consultation with the Union at BT Group level, those members in scope of redundancy will be invited to Individual Consultation meetings (IC1). Some of these meetings will begin week commencing 21 September 2020. You should be given 5 days' notice of these meetings and once the company has informed you that you are in scope of redundancy you **must** inform your local CWU Branch Office. They will be able to represent you at the individual consultation meetings. The contact details for the local CWU Branch Office are on your CWU membership card or you can access the link <https://www.cwu.org/contact-us/> You will be invited to several individual consultation meetings over the coming weeks.

The purpose of the individual consultation meetings is for the Union and yourself to offer counter proposals to avoid, reduce or mitigate the proposed redundancy.

In the coming weeks we will keep you up-to-date with the situation and also hold calls for you and your colleagues to give you the opportunity to ask questions of us directly.

Can I also ask that you inform your local CWU Branch Office of your contact details including personal e-mail address, personal phone number and your work location. Where we have these details we will use them to keep you updated.

The CWU does understand this is a really difficult situation for you all and as a trade union will do everything possible to help during the coming weeks. If you feel you need any further assistance during this time, please let your CWU representative know.

Yours sincerely

**DAVE JUKES**  
Assistant Secretary