



Dear Member,

I am writing to you regarding an extremely serious situation that is fast drawing to a head in BT Technology.

At the time of writing no fewer than 200 team members are in the process of being made compulsorily redundant. Loyal and long-serving 'key workers', who've given their all to keep the country connected throughout the Covid-19 pandemic, are now within weeks of being forcibly ejected from the company despite firm evidence provided by the CWU that the staff surplus could painlessly be addressed by voluntary means.

Numerous counter-proposals put forward by the union's Technology National Team have been rebuffed, and late last month - in an extraordinary act of bad faith – senior management pulled the rug on the final CWU's proposal, which would undoubtedly have eradicated the need for wholesale compulsory redundancies, even as the ink was drying on a draft agreement between company and CWU negotiators. See story here <https://www.cwu.org/news/dark-day-for-industrial-relations-in-bt-as-talks-to-avert-wholesale-compulsory-redundancies-in-technology-collapse/>

Like most companies, BT has had to change and adapt in these unprecedented times - and, given the turmoil in the UK economy, with so many job losses in the news, it's easy to lose sight of the real reasons why BT are making such radical change. The unpalatable truth, however, is that the upheavals we're seeing in Technology were planned long before the global pandemic - and none are Covid- related.

To briefly summarise:

- In July Technology announced, under its so-called '*Transformation programme*', what it admitted from the outset was just the first phase of job losses in DI, SP and CIST. In a shocking break from a decades-old approach to dealing with staff surpluses by voluntary means, the division moved direct to serving compulsory redundancy notices.
- Since then the company has announced that User Access Management work in IT will be transferred offshore to India - directly leading to further compulsory redundancies. (See story here <https://www.cwu.org/news/shameless-technology-plumbs-the-depths-again-with-new-offshoring-outrage/>)

- Many of the benefits and working conditions we have worked hard to achieve, including Pay and Pension Protection, are now under attack and your job security can no longer be taken for granted.
- Further tranches of job losses are already known to be imminent – and that's even before the full impact of the BT Group-wide 'Better Workplace' site rationalisation programme is truly felt.

Technology has already announced that, over the next four years, its own variant of the *Better Workplace Programme* will concentrate activities that are currently conducted in hundreds of locations nationwide into just six 'UK hubs'. These will displace an estimated 8,000 Technology employees (including managers), creating a redeployment challenge of gargantuan proportions, exacerbated by the fact that none of the 'hubs' are in Scotland and Wales, and the South Western-most hub is in Bristol.

Even those currently located in areas where Technology intends to retain a longer-term presence are not necessarily safe – given that full detail of the geographical consolidation of particular functions are not yet fully understood. And, all the while, separate *Better Workplace* site rationalisations by different lines of business mean that pan-BT redeployment opportunities will steadily decrease – just as BT Group is displaying a new-found enthusiasm for compulsory redundancies as a first resort.

Enough is enough!

In response to these and other related threats to members across BT Group the CWU has launched its national #CountMeIn fightback – details of which can be found here

<https://www.cwu.org/campaign/count-me-in/>

Even if you've not been affected by any of the changes announced to date, you need to appreciate that your job may no longer be safe in this brutal new environment. Above everything, you need to support your union and colleagues by saying to BT Technology that the way it's behaving is simply not acceptable.

- Write to your MP using the template letter attached making them aware of what is happening in BT and ask them to write too.
- Write to your senior manager using the template letter attached making them aware these job losses are not acceptable.

The CWU will continue to do everything it can to fight against compulsory redundancies but, make no mistake; this is an attack on the job security and Ts&Cs of **EVERYONE** – and we must **ALL** stand together.

Over the coming weeks the CWU intends to step up the pressure on BT Technology, and a number of initiatives are planned. It is therefore important that you become involved and support your colleagues who are already under attack.

Unity is strength – and watch this space!

Yours sincerely

Sally Bridge

National Officer

Attachments:

Letter to MP - <http://www.cwu.org/wp-content/uploads/2020/10/Letter-to-MP.docx>

BT Tech Offshoring Letter - <http://www.cwu.org/wp-content/uploads/2020/10/BT-Tech-offshoring-letter-to-senior-managers-29-Sept-2020.docx>