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TO: BT TECHNOLOGY MEMBERS

Dear Member

BT Technology Transformation – Announcement of Phase 2 – Compulsory Redundancies

Just 3 months after the announcement in July of circa 200 job losses under the first phase of Technology’s Transformation programme the CWU have received proposals to reduce the workforce yet again under phase 2.

The proposals include 112 Team Members in scope.

The areas in Technology that are in scope for phase 2 are as follows:

Total in Scope Population for Team Member roles

- **Dynamic Infrastructure (DI) - 53**
- **Service Platforms (SP) - 50**
- **Service Management (SM) – 8**
- **IT – 1 (plus the UAM 12 TM in scope which has already been announced and where the work in transferring off shore to India)**

Total proposed TM’s in scope - 112

- Proposed reductions via selection
- IT – 6
- Service Management – potentially 1 (1 mixed pool TM/CL E)
- Service Platforms – 17
- DI – 6 plus potential for up to 4 more in mixed pool (TM/CL E)

Total proposed reductions from selection pools – 30

- Proposed reductions via role cease
- IT – 0
- Service Management – 5
- Service Platforms – 2
- DI – 18
- **Total proposed role cease – 25**

CWU Response

It is the view of the NT that the proposals as they stand are completely unacceptable and Technology need to radically rethink how they deal with the surplus resource.

We have made it clear to Technology that they need to urgently reconsider the terms of the counter proposals that the CWU submitted under phase 1 which are predicated on the basis of voluntarism.

We believe the proposed reductions can be achieved by agreeing to the following:

- Widening the pools.
- Expression of interest exercise - preferencing those in a pool prior to any selection exercise to ascertain if the surpluses can be achieved by voluntary redundancy.
- VR should be allowed in the job swap process in order to avoid compulsory redundancies for those in a cease role situation.

The solutions are fairly straightforward, the fact that Technology continues to dogmatically drive forward their Transformation programme without demonstrably avoiding compulsory redundancies just demonstrates how **relentless and ruthless** this company has become.

It will be the intention of the CWU to yet again submit counter proposals to each business unit in scope. It will also be our intention to relentlessly pursue our aim of securing an agreement with Technology that includes voluntarism to be at the very heart of the solution, and how we can avoid compulsory redundancies.

Yours sincerely

Sally Bridge
National Officer