

Technology Transformation – November 2020

Expression of interest process for colleagues in a selection pool

This process applies equally to managers and team members who are in scope for Technology Transformation proposed changes and are identified as being in a selection pool.

The aim of this process is to enable in scope managers and team members in a selection pool to express a preference as to whether they wish to stay with BT or leave under voluntary redundancy terms. Any preference registered will be considered with the primary aim of enabling the preference to stay or leave wherever possible, before the selection outcome is finalised.

Expression of interest for managers or team members in a selection pool will not be available to those with a brilliant rating in the last 12 months.

If colleagues with a work to do rating during the last 12 months express an interest to stay, their preference is unlikely to be considered above others in the pool with a good work rating who have also expressed an interest to stay.

The expression of interest process will work as follows:

- 1) During the IC1 or shortly after, the consulting manager will ask the in-scope manager or team member whether they wish to express an interest to stay or leave
- 2) Where an expression of interest is made this will be recorded by the consulting manager and submitted to the HR Services team on the appropriate form.
- 3) The process for reviewing expressions of interest will be considered on the basis that preference will be met wherever possible
- 4) A selection process will take place and expression of interest will be considered once the selection process has been carried out
- 5) The final selection outcome will be concluded at the review panel only once expressions of interest within the pool have been considered to see if it would change the selection outcome
- 6) There is no appeal against an expression of interest not being taken forward, however an explanation of why the preference could not be met will be provided to the individual.
- 7) Where an expression of interest to leave is taken forward from within the selection pool, the individual will leave on voluntary redundancy terms and not VPLS terms.

The company is committed to enabling expressions of interest to stay or leave BT, wherever possible within the selection pools, subject to the above process being followed.

This process is agreed to be implemented from Phase 2 and any future phases of Project Griffin resulting in possible redundancies and Technology will commit to use this process in any further potential change activities involving selection until the end of the 2020 financial year.