

# BT Scot & NI Circular

## Prospect welcomes new CEO & looks forward to working in partnership

Prospect has welcomed the new CEO Allison Kirkby whose formal arrival was heralded by the Q3 results.

Prospect National Secretary John Ferrett was quoted in the Sunday Times noting that as headline pay for 2024 has been agreed, the union looks forward to a period of comparative stability. Regular reorganisations and changes of location in recent times have too often distracted from the key focus of delivering results.

Analyst commentary underlined that an evolutionary rather than a revolutionary approach is expected from the new CEO with a focus on EE, which may face competition from a Vodafone/Three link-up and the continued role out of fibre.

## Performance

Annual performance reviews are starting to get underway. There have been some tweaks which have been fully discussed with Prospect and some changes made.

Performance is now reflected in bonus not core pay. Crucially key safeguards previously negotiated with Prospect remain firmly in place. There is no pre-determined distribution of markings and if there are any issues with performance these should have been raised and reviewed well before now.

***If you have any issues or concerns, contact the Prospect Helpdesk on 0300 600 1878.***

## Working Wherever

BT's philosophy of working three days in an office and two days elsewhere remains in place. The issue of working in an office or not is widely discussed across industry and in the media.

Prospect's view which we have discussed again with BT is that it may make good sense to be in the office on a regular basis.

However, the real bottom line is an appropriate working environment to allow the job to be done effectively which can be discussed and agreed with your line manager.



## Heart Unions Week

During Heart Unions Week, we encourage members to talk to colleagues about Prospect and how joining a union is more important now than ever.



**Spread the union love**  
ask a colleague to join today

**Three months FREE**  
Special offer if you join during 12-18 Feb

Supporting the TUC's ♥ UNIONS

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#HeartUnions