



BT Group PLC
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John Ferrett
National Secretary
Prospect
100 Rochester Row
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11 July 2025

Sent via email to
john.ferrett@prospect.org.uk

Dear John

Pay for managers and professionals

I write in response to your letter to Allison Kirkby dated 2 July 2025. Allison has asked me to reply on her behalf.

With regards to your comments about resuming negotiations and an improved pay offer to managers and professionals, I must restate that collective bargaining for the 2025 pay review has concluded. I outlined that in my letter dated 4 June 2025. The points raised by Allison and I in the meeting on 17 June 2025, and in Allison's letter of 24 June 2025, reiterated that negotiations had concluded. Furthermore, we do not accept your assertion that our communications to senior managers in April in any way contravened your members' collective bargaining rights.

We are genuinely disappointed that we were not able to reach agreement through collective bargaining this year, as we would always hope to do. However, as collective bargaining has now concluded, it would not be appropriate for us to engage directly, or via ACAS, on the 2025 annual pay award.

We sincerely regret that the budget for this year's pay review for the manager and professional population was lower than we all wanted it to be. That is the basis for seeking to work with you on compression, allowances, and pay range transparency ahead of next year's pay review. Although we hear that Prospect does not think this is enough, we believe the areas we are exploring will make a meaningful difference to our managers and professionals.

Regarding the issues you raise in your letter, let me reassure you that we remain committed to working through collectively bargained matters with you, genuinely exploring issues raised by your members. We have already engaged with Prospect on many of the points you have outlined, including equal pay.

In your letter you have requested the disclosure of various pieces of information under s.181 of the Trade Union and Labour Relations Consolidation Act. Whilst we have had a broad dialogue on all the matters outlined in your bullet points, we note that this is the first point at which any formalised written request has been made by you for this information. We do not accept that you would be impeded to a material extent in undertaking collective bargaining if BT did not provide the information requested. We believe you would be able to prepare adequately to participate in collective bargaining without it as you have done for several years prior to this.

Notwithstanding the above, we are actively seeking to lead the market in our transparency of pay information, and much of the information you have requested is information that we were intending to engage with Prospect on.

We have already had some dialogue with Prospect on the topic (see for example my letter of 26 March 2025, where I offered to share how our market pay ranges are devised and to explain our management of equal pay issues and Allison's letter of 4 June in which she confirmed our intention to make proposals to Prospect in advance of the 2026 pay review in respect of pay compression and the transparency of pay ranges) and we always intended to continue to partner with Prospect in this area.

In terms of a next step, I propose a meeting with Prospect with myself and Jessica Norton, Group Director of Work and Reward to discuss the disclosure of this information. I will be in contact with you in due course to arrange this meeting.

Your sincerely,

A handwritten signature in black ink, consisting of a stylized 'M' followed by a long horizontal stroke.

Mustafa Faruqi
Employee Relations Strategy Director
BT Group PLC