

## P&P Briefing 2

### **CWU RECOMMENDS BT PAY OFFER**

The CWU negotiating team, led by Andy Kerr, Deputy General Secretary (T&FS) is pleased to report to members that a full and final agreement on pay for all NewGRID grades has been reached with BT.

**The full and final offer which is part of a package of proposals on pay and pensions has been unanimously endorsed by the BT Executive Committee and is now recommended to members is:**

- A 3% increase to base pay and pay-related allowances for all NewGRID grades from 1 April 2018 which will be fully consolidated and pensionable.
- An *additional* £150 for NewGRID grades who are employed on Workforce 2020 terms, conditions and salary rates from 1 April 2018 which will also be fully consolidated and pensionable.
- A further 3% increase applied to base pay and pay-related allowances for all NewGRID grades in April 2019 which will be fully consolidated and pensionable.
- A further *additional* increase of £150 for NewGRID grades who are employed on Workforce 2020 terms, conditions and salary rates from 1 April 2019 which will be fully consolidated and pensionable.

### **Why the CWU believe you should vote YES for the agreement**

- The pay award is in excess of 6% over two years and is the very best that could be secured by negotiation.
- The proposed agreement would secure pay rises for CWU members in the top 25% of current UK settlements.
- The discussions on pay are part of a package of proposals we have been having on pensions which include significant improvements to the contribution structure of the BT Retirement Savings Scheme (BTRSS) as well as transition payments to

those coming out of the BT Pension Scheme (BTPS). We have also secured a hybrid pension scheme for our BT members that will include both defined benefit and defined contribution elements and share future risk. BT have committed to setting this up for all active members of the current BT Pension Scheme (BTPS) which will close for future service on 31<sup>st</sup> May 2018.

- The deal further narrows the gap between the pay of those on Workforce 20/20 contracts and others.
- The pay increases will flow through to the on target bonus for Workforce 20/20 grades which are a fixed percentage of pay – either 10%, 20% or 30% depending on role.

The agreement will be subject to an electronic consultative ballot and members will receive a home mailing in advance of the ballot providing full details of the agreement and ballot arrangements.

Subject to members accepting the agreement, pay will be increased in May salaries.

***The CWU recommends you vote YES in the forthcoming ballot***

The next pay review would apply from 1 April 2020.

Please send any questions you may have to: [btpay@cwu.org](mailto:btpay@cwu.org)

Yours sincerely



**Andy Kerr**  
**Deputy General Secretary (T&FS)**

**The grades below are a snapshot of the various pay grades at the maximum level. Please note this is the CWU assessment of the changes and they are subject to BT's confirmation.**

	January	April	April
GRADE	2017	2018	2019
	Current	3% increase	3% increase
TMD1	£41,689	£42,940	£44,228
TMC3	£37,638	£38,767	£39,930
TMC2	£35,179	£36,234	£37,321
TMCP5	£33,519	£34,525	£35,561
TMCP4	£33,107	£34,100	£35,123
TMC1	£31,782	£32,736	£33,718
TMB2	£29,357	£30,237	£31,144
TMB2P	£26,442	£27,235	£28,052
TMBSI	£26,442	£27,235	£28,052
TMB1	£26,015	£26,796	£27,600
TMB1CC	£25,571	£26,338	£27,129
TMA2	£22,749	£23,432	£24,135
A2 SALES	£22,640	£23,320	£24,019
TMA2CC	£21,121	£21,755	£22,408
TMA2P	£20,205	£20,811	£21,435

Grade	Role Title	January 2017	April 2018	April 2019
		Current	3% + £150 increase	3% + £150 increase
TMNE3	Civils Supervisor	£31,481	£32,575	£33,702
TMBS3	Fleet Technician In Charge (Wholesale & Ventures)	£30,737	£31,809	£32,913
TMBS2	Fleet Technician (Wholesale & Ventures)	£28,746	£29,759	£30,802
TMNE2	Customer Service Engineer - Underground & Skilled (Openreach)	£26,562	£27,509	£28,484
TMNE2	Service Delivery Broadband CAL/OMI Engineer	£23,650	£24,509	£25,394
	Customer Service Engineer (Openreach)			
TMBS2	Customer Billing Advisor (Group)	£21,317	£22,107	£22,920
TMSV2	Customer Service Advisor (Consumer)	£20,976	£21,755	£22,558
TMSA2	Inbound Sales Advisor (Consumer)	£20,620	£21,389	£22,181
TMBS1	Warehouse Operative Level 2 (Wholesale & Ventures)	£18,362	£19,063	£19,785
TMSV1	Customer Service Agent (Wholesale & Ventures)	£18,362	£19,063	£19,785
TMSA1	BT Flex Sales Advisor	£17,060	£17,722	£18,403
TMNEA	Openreach Trainee	£20,000	£20,750	£21,523