

## **NO TO A PAY FREEZE! YES TO A SIGNIFICANT RISE FOR ALL GRADES!**

The CWU negotiating team met with BT on 15th April, when the Company stated that an across the board consolidated pay rise remained unfeasible.

CWU negotiators robustly countered BT's rationale for the decision, arguing that the Company's continued strong performance shows there is a clear case for a consolidated rise for all members.

It is unreasonable to ask CWU represented employees to accept a pay freeze in combination with the extra demands they face in helping to meet BT's competitive and commercial challenges. CWU members have already assisted the company in saving vast sums through the recent Pensions Review, and the cost of a pay rise would amount to a small fraction of BT's revenue and profit.

BT is a high performance company and in order to continue to compete successfully on quality and achieve its goal of being number one for customer service, it will need to motivate and reward staff appropriately.

BT were able to confirm that the October pay review would continue to operate in line with existing arrangements, and that there is no proposal to change the bonus approach for NewGRID sales grades which attract a performance related bonus.

Whilst welcoming confirmation of these points, the CWU made it clear that time is now critical on the issue of the pay review, and that we cannot go on indefinitely without any significant movement from BT's current position.

The CWU have asked the Company to reflect on its position, and BT have committed to writing formally in response to this request within the next few days.

Branches and members will be kept up to date with developments.

## **REWARD OUR CONTRIBUTION!**

For further information, please contact: [btaylor@cwu.org](mailto:btaylor@cwu.org)

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