



Advice. Expertise. Benefits.

Trade unions are voluntary, not-for-profit organisations, experts in the world of work and funded by the people who join.

Bectu is the largest union the BBC recognises and deals with on a regular basis. Union recognition means an employer has agreed to negotiate with it on pay and working conditions on behalf of a particular group of workers.

**Union membership makes us stronger. We gain much more by standing together than you can achieve on your own.**

**We consult our members to ensure they are the ones who direct our priorities, campaigns and the positions we take.**

Bectu is expert in:

- your terms and conditions
- tackling bullying and harassment
- equality, diversity and inclusion
- health and safety
- work/life balance
- flexible working
- managing stress
- and all aspects of working life at the BBC.

# How we are organised

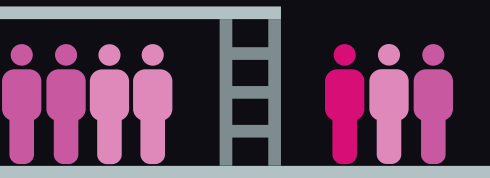


New **members** are allocated to a relevant workplace branch. The branch consists of members from the same workplace or sector, who share common concerns and issues.



The **chair** and the **branch secretary** run the branch committee. They are elected by branch members at the annual general meeting.

The branch is run by the **branch committee**. This is a group of volunteers, elected by the branch, who meet regularly to discuss issues affecting the branch members.



The branch sends a **rep** to the BBC divisional committee to inform national level strategy.



# How Bectu makes a difference

Local management and reps meet regularly at local liaison meetings (LLMs) to discuss issues on the ground.

Wider issues get escalated to divisional level meetings (DLMs) to be discussed with the relevant senior managers.

Reps and officials from the joint unions regularly meet the BBC at the National Joint Council to influence and agree all national issues and policies.

These reps are all elected by and accountable to you. You could be a rep if you wanted!

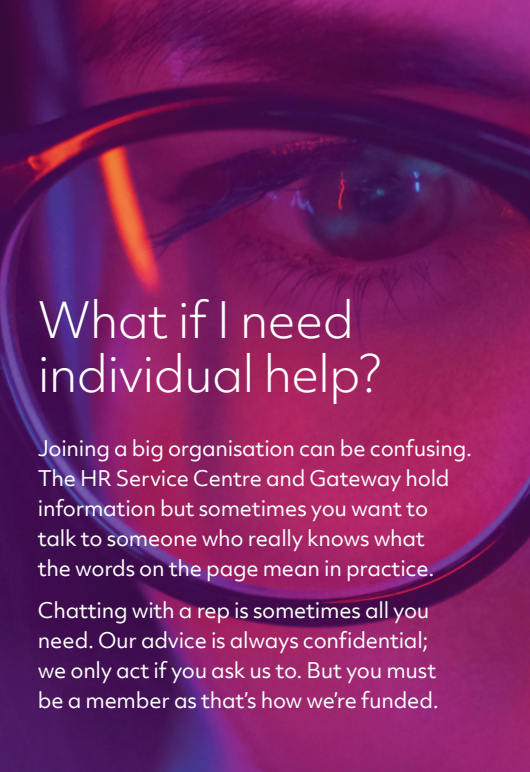
# Your voice in negotiations

Our national reps and officials negotiate your terms and conditions of employment – everything from your contract to policies, procedures and working life at the BBC.

Local reps meet managers to make sure the BBC always thinks through implications for employees of any of its proposals or policies.

We're employment experts and we've learnt from many years of representing members how to engage with the organisation.

Opinions raised at a local level set Bectu's national strategy. We are your voice at the BBC.



# What if I need individual help?

Joining a big organisation can be confusing. The HR Service Centre and Gateway hold information but sometimes you want to talk to someone who really knows what the words on the page mean in practice.

Chatting with a rep is sometimes all you need. Our advice is always confidential; we only act if you ask us to. But you must be a member as that's how we're funded.



# A campaigning union

The outside world can have a huge influence on what's going on inside the BBC. Regulatory bodies, politics, new technology and media all play a part. We can help you navigate that.

Bectu lobbies the government and other external organisations on issues that matter such as funding of the BBC.

Bectu reps are campaigning on the climate crisis, for equal pay etc. If it's important to our members, it's important to us.

Our Dignity at Work campaign has five key strands: bullying and harassment, quality of working life, equality and inclusion, terms and conditions, and sticking together.

With your support, we can make a difference.

# Member training and benefits

Members can access:

- Bectu and Trades Union Congress courses covering a vast variety of topics
- Our Careersmart toolkit, filled with helpful podcasts and labour market info
- Unionlearn/Skills Network-funded qualifications via distance learning
- A 10% discount for degrees with Birkbeck University
- Prospect Plus, which gives Bectu members and their partners access to a range of discounted services: Apple discounts, travel insurance, cinema tickets, foreign exchange, airport parking, tax returns, gym membership, leisure activities and more.

# Day-to-day support at work

We are experts in BBC policies and procedures and in employment law. We'll give an honest opinion and talk through your options, but it's your case.

Call or email us or talk to a local rep in confidence – we will ensure you get the best person to help you.

If you need to be accompanied to a formal meeting, please give us advance notice so we can find the right person.

Please note, you need to be a Bectu member before we can help you.

You're not alone – we're on your side.

To report an emergency or suspicious activity  
(including people, vehicles or unattended bags)  
contact BBC security:

666 internally and BBC mobile  
020 7765 1666 externally

Official BBC emergency channels for  
information updates during an incident are:

0800 0688 159  
[bbc.co.uk/159](http://bbc.co.uk/159)

Technology Service Desk:

0440 internally  
0345 305 0440 externally

Bectu – Your voice at the BBC:

020 7346 0900  
[info@bectu.org.uk](mailto:info@bectu.org.uk)



the union for creative ambition