



Have your say on BBC pay...

The ballot on the BBC 2022 pay award will take place soon. For months the joint unions have worked hard to improve the offer on the table and Bectu is at a place where we believe we can recommend it.

The final proposal, and why being a Bectu member makes a difference:

- A 4% across the board pay rise (improved from an initial 2.5%)*
- An underpin of £1,400 (no underpin initially)
- A pay progression model which means around 8,700 employees will receive over 4% (see union comms for timescales)

- Improvement to the model to include 1% for those between 33-50% of their JPR
- A 5.2% increase to the pay pot this year (increased from 3.8%).

We know this time of high inflation is putting pressure on us all. However, against the backdrop of a two-year licence fee funding freeze, and the need for the BBC to make a £280m saving over next six years, we have secured a deal which benefits those in lower grades and still delivers for others too.

**Bectu is recommending acceptance
– have your say and join Bectu to vote!**

...Join today!



BBC pay progression: A guide

Are you effective
in your role?

YES NO

Do you earn
<33% of the
Job Pay Range?

YES NO

OUTCOME:

Accept development
need, or contact Bectu
to appeal outcome

OUTCOME:

Move to 33% of the
JPR within two years
(7% cap in Year 1)

Do you earn
34-49% of the
Job Pay Range?

YES NO

OUTCOME:

You are eligible for a 1%
automatic pay award

OUTCOME:

You earn >50% of the JPR,
but may be eligible for a
discretionary pay award

Your role in the Career Path Framework is aligned to a Job Pay Range. Check where your salary sits in the JPR on PeopleView.

Aside from automatic awards, there is potential for discretionary pay awards based on individual circumstances.

*subject to caveats which can be found in Bectu member communication dated 11 May 2022



bectu.org.uk/join