

HR/JDC

28 January 2009

Mike Goodie
Employee Relations & People Strategy Director
BBC People
White City
201 Wood Lane
London W12 7TS

Dear Mike

Joint Unions Pay Claim 2009

I am writing to submit the annual pay claim for 2009 on behalf of the recognized joint unions (BECTU, NUJ and Unite).

Pay

As you are aware in 2008 as the final part of the 2 year settlement our members received a 2% pay award while inflation was 4%. The BBC currently intend increasing the employees contribution to the final salary pension scheme by 0.75% in April 2009 and a further 0.75% in April 2010. (The General Secretaries of BECTU and NUJ have written to you separately seeking a meeting of the NJC on the pension scheme.) The combined effect of the below national pay award and the proposed increases to pension contributions will leave our members at least 3.5% worse off financially than they were prior to the August 2008 pay award.

We reject the unilateral announcement of a pay freeze for staff in BBC Worldwide. We understand there are separate collective bargaining procedures in place there, however, we are highlighting the fact that we are seeking an across the board increase of £1,800 for staff at BBC Worldwide.

Even though the BBC's licence fee settlement is less than what the joint unions of the BBC would have wanted, it is however a guaranteed income that will increase this year by 2%. Taking all of the above into account and taking on board the statement made by the Director General in relation to a duty on us all to help the lower paid employees in the BBC, the joint unions after careful

consideration have decided that our claim for 2009 should be an across the board increase for all staff of £1800 per year. This claim will however significantly benefit the BBC's lower paid employees and in the current economic climate we believe that is totally justifiable.

Allowances

We are seeking a proportionate increase in all continuing allowances including the floors and ceilings of the salary bands.

Job Security

As the Director General has indicated the BBC are in the process of shedding 1000 jobs as part of the creative future announcements. However, the loss of these jobs without a similar reduction in output has put significant pressure upon our members and the joint unions believe that the BBC should now be able to make a commitment that no further redundancies will be required for the next 12 months at least.

I hope the BBC will give our claim the proper consideration and that you will be in a position to meet with the joint unions shortly in order to respond to this claim. Bearing in mind the proposal to increase the employee pension contributions we would want to conclude our negotiations over pay prior to the beginning of April 2009.

I look forward to receiving dates from you for such a meeting.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Helen Ryan', with a small flourish at the end.

Helen Ryan
Supervisory Official - BECTU

Cc: Gerry Morrissey, Jeremy Dear, Mike Smallwood