

Contingent upon acceptance of the following, it is our understanding that all parties have now concluded talks on a National Framework agreement for reprioritisation.

1. The unions and management will start divisional talks from the 5<sup>th</sup> November 2007. Priority will be given to both News and Vision who will meet on the 5<sup>th</sup> November, prior to expressions of interest for voluntary severance being issued on that day.

Following a trawl for voluntary redundancies which lasts no less than 14 days, the Unions will meet to receive the results of the trawl and at this meeting the BBC reserves the right to table selection criteria.

2. The BBC is committed to meet before the end of November to discuss alternatives to its intention to no longer pay UPA to new starters with effect from 1<sup>st</sup> January 2008. If no alternatives can be agreed upon the BBC will continue with its current plans to remove UPA for new starters.
3. The BBC is committed to consulting over the withdrawal of Pension augmentation from 2010. If a proposition that saves similar amounts of money can be found, the BBC undertakes to review its position.
4. Divisions across the BBC will welcome positive contributions from union officials and lay delegates to help further the process of redeployment and to review the BBC's performance in minimising or eliminating the number of compulsory redundancies. The details will be worked out in an exchange of letters and/or side meetings before the 5<sup>th</sup> November. The BBC will guarantee a minimum of 10% redeployment of displaced staff. Notwithstanding, the BBC will make best endeavours to redeploy the maximum number of people that is practical to do so.

5. Contingent upon divisional talks being entered into and successfully concluded, the BBC will extend the current 5 month ACAS agreement for two years with effect from 31<sup>st</sup> March 2008. In the event of industrial action during this process the BBC reserves the right to withdraw the extension of the ACAS agreement.

The 5 month agreement applies from the point at which an individual is made aware that they are provisionally selected for redundancy.

6. The Director of HR, Journalism, will establish an oversight committee to look at further redeployment opportunities within Nations and Regions (Scotland, Wales, Northern Ireland and English Regions), Sport and Global News to maximise redeployment opportunities and minimise redundancies. This will help the BBC to ensure we meet or exceed the percentage redeployed as of 4 above. There should be a meeting between representatives of the joint unions and this body prior to 5<sup>th</sup> November.
7. The Director of Nations and Regions will brief representatives of the Joint Unions prior to the commencement of appropriate talks at local level with the intention of providing the Joint Unions with an understanding of our strategies in these areas.
8. The BBC will discuss with the Unions how it intends to manage redeployment and reskilling, its approach to risk assessments, including stress related assessments across the corporation, and how it will minimise external recruitment. This may be via correspondence or side meetings but in any event should be concluded before 5<sup>th</sup> November.

With the conclusion of the negotiations over the national framework there will be no reference back to national level upon any of the above.