



TELEKOM ACTIVITIES IN THE UNITED KINGDOM		
Company and sites <i>(Main locations)</i>	Workplaces	Business Areas (products and services)
<b>T-Systems Ltd.</b>		
<i>Name</i>	<i>Number</i>	<i>Business information</i>
<b>Deutsche Telekom (UK) Ltd.</b>		

# Structural changes at Deutsche Telekom

## Effects for working conditions and employment

### National company development **Main effects on services, workplaces and employment**

<i>(please tick if applicable)</i>	<i>(if yes, please explain)</i>
Locations are extended <input type="checkbox"/>	
New locations are opened <input type="checkbox"/>	
Sites are downsized <input type="checkbox"/>	
Sites are closed <input type="checkbox"/>	
Sites are restructured <input type="checkbox"/>	
<b>Business areas (products and services)</b>	
Existing business areas will be expanded <input type="checkbox"/>	
New products and services are being developed <input type="checkbox"/>	
Previous products and services are being relocated <input type="checkbox"/>	

TREND MONITOR	Company overall			Main Location 1 (name)			Main Location 2 (name)			Main Location 3 (name)			Main Location 4 (name)		
	obligatory			optional (additional)											
T-Systems Ltd.															
Deutsche Telekom (UK) Ltd.															
<b>TRENDS &amp; PERSPECTIVES</b> <i>(please mark the trend: perspectives will be: positive or equal or negative)</i>	<b>+</b>	<b>+/-</b>	<b>-</b>	<b>+</b>	<b>+/-</b>	<b>-</b>	<b>+</b>	<b>+/-</b>	<b>-</b>	<b>+</b>	<b>+/-</b>	<b>-</b>	<b>+</b>	<b>+/-</b>	<b>-</b>
	1					1			1			1			1
<b>Digitisation &amp; Innovation</b>															
Expansion of business															
New products and services															
New technologies															
Research & development															
Investment															
<b>Employment</b> <i>Currently (No.)</i>															
<i>Trend</i>															
<b>Future - expectations from the perspective of employees</b>															
<b>Types of employment</b>															
Regular employment															
Temporary workers															
Work contracts															
Crowd workers															
High skilled employees															
Low skilled employees															
<b>Work 4.0 standards</b>															
Job quality															
Enrichment of work															
Working time															
Work loads															
Flexibility at work															
Responsibility at work <i>(time and tasks)</i>															
Skills & Competences															
Work-life balance															
Workers' rights & participation															

## WORKS COUNCILS (WC) at TELEKOM

(Existing national Works Councils ....)

### WC - Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs (e.g. investments / R&D)	In personnel affairs (e.g. recruitment, dis- missals temporary work)	In working standards (e.g. working hours, work systems)	In qualification and further training (skills & competences)
<b>Levels of participation</b>	<b>Levels of participation</b>	<b>Levels of participation</b>	<b>Levels of participation</b>
<input type="checkbox"/> Information	<input type="checkbox"/> Information	<input type="checkbox"/> Information	<input type="checkbox"/> Information
<input type="checkbox"/> Consulting	<input type="checkbox"/> Consulting	<input type="checkbox"/> Consulting	<input type="checkbox"/> Consulting
<input type="checkbox"/> Codetermination	<input type="checkbox"/> Codetermination	<input type="checkbox"/> Codetermination	<input type="checkbox"/> Codetermination
<input type="checkbox"/> Approval requirement	<input type="checkbox"/> Approval requirement	<input type="checkbox"/> Approval requirement	<input type="checkbox"/> Approval requirement
<input type="checkbox"/> Veto-Rights	<input type="checkbox"/> Veto-Rights	<input type="checkbox"/> Veto-Rights	<input type="checkbox"/> Veto-Rights

### Instruments of WC-participation (e.g. committees, boards, regular meetings)

(please specify)

## TRADE UNIONS (TU) represented at TELEKOM

(Name of TU(s))

Membership (No.)

### TU - Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs (e.g. investments / R&D)	In personnel affairs (e.g. recruitment, dis- missals temporary work)	In working standards (e.g. working hours, work systems)	In qualification and further training (skills & competences)
<b>Levels of participation</b>	<b>Levels of participation</b>	<b>Levels of participation</b>	<b>Levels of participation</b>
<input type="checkbox"/> Information	<input type="checkbox"/> Information	<input type="checkbox"/> Information	<input type="checkbox"/> Information
<input type="checkbox"/> Consulting	<input type="checkbox"/> Consulting	<input type="checkbox"/> Consulting	<input type="checkbox"/> Consulting
<input type="checkbox"/> Codetermination	<input type="checkbox"/> Codetermination	<input type="checkbox"/> Codetermination	<input type="checkbox"/> Codetermination
<input type="checkbox"/> Approval requirement	<input type="checkbox"/> Approval requirement	<input type="checkbox"/> Approval requirement	<input type="checkbox"/> Approval requirement
<input type="checkbox"/> Veto-Rights	<input type="checkbox"/> Veto-Rights	<input type="checkbox"/> Veto-Rights	<input type="checkbox"/> Veto-Rights

### Instruments of participation (e.g. committees, boards, regular meetings)

(please specify)

## EWC-Representation of employees' interest at TELEKOM

<b>Our currently most important topic from digitization:</b>	
<b>Which are the concrete challenges?</b>	
<b>What we have already done?</b> <i>Which initiatives/suggestions/measures we have implemented?</i>	
<b>Which results we have already achieved?</b>	
<b>What we want to advance in future?</b>	
<b>Who is involved?</b> <i>With whom we want to achieve our goals (e.g. unions, company-reps, HR management ...)?</i>	
<b>Our suggestions for tight cooperation in EWC:</b>	