



Central Trade Union Committee Update

For all TU members employed by Nuvia

Number 145

16th October 2025

Pay 2025 – Standard Contract and Nuvia Personal Contact (NPC) Holders

Following the latest Branch Council Meeting, held 24th September 2025, the CTUC issued a pay claim on 15th October 2025 for Standard Contract and Nuvia Personal Contact (NPC) Holders.

The Branch had a lengthy discussion on the nature of the 2026 pay claim and the figure to be submitted. Discussions took note of a number of factors both internal and external to the company.

The Branch took into account statistics available at the time of our meeting; -

- The latest published ONS CPIH figure of 4.1% to August 2025
- The HM Treasury's average of forecasts at August for CPIH to year-end of 3.9%
- Average weekly earnings over the last quarter rising by 4.8%
- Median pay settlements over the last quarter are at 3%

Also considered was a level of underpinning

Following the challenging few years the company has endured, which the CTUC fully appreciates and has tempered its pay settlements accordingly, recent briefings suggest the company is now on a much more stable footing, with a forecast of a 2% margin for 2025. Further, the release of its 5-year plan forecasts year-on-year growth in both turnover, margin and employees which is most welcome, providing an optimistic outlook to company prospects and expansion.

Therefore, taking into consideration the metrics quoted, the company outlook, and with the need to retain and maintain a motivated workforce, the CTUC is seeking an increase above forecast CPIH (anything less or equal to representing a pay cut or freeze as far as members are concerned), and which also takes into account the average 'below inflation' increases received by many members as a result of recent settlements.

Further, members are looking towards an increase in those allowances which are not tied into NAEI agreement.

Following the recent Pay Survey held amongst members (a copy of which has been issued to the company), whilst the results are not a mandate, the overwhelming majority indicated the preference of an 'across the board increase', and not 'differential increases' based on Pay Bands, which previously resulted in a fair number receiving a below inflation pay increase. Many members were unhappy with the implementation of 'differential increases', and feedback suggests this view is unlikely to change if this approach is again pursued.

Many long serving members in this position believe that having excelled in the past (and continue to do); taking on extra responsibilities, duties, etc, and so recognised and rewarded by the company, that they are now being penalised by the company. Similarly, those who were offered higher starting salaries to bring them into the company feel likewise.

Whilst the Pay Survey also supported those below Pay Bands, the response was that this should be funded and addressed separately from annual pay negotiations. However, the CTUC do believe that a high underpinning will go some way to address those employees being paid below the lower Pay Band thresholds through no fault of their own.

In conclusion, taking all the above into consideration, the CTUC is submitting a pay claim for 2026 which it believes to be what would be seen as meaningful, fair and reasonable by the majority of its members; -

- **An increase of 4.95% for all staff**
- **An increase on allowances not NAECl related.**
- **An underpinning to be agreed in supporting the lower paid.**

NPC Employees

For this claim, we also requested the company reconsider its position with personal contract holders who traditionally share a pot of money based on the percentage settlement agreement and apply the full percentage to all individuals.

NAECl Employees

In terms of annual percentage pay increases, NAECl employees are covered by a national agreement and sit outside the CTUC negotiations. They are excluded from the salary percentage increase proposals.

We are looking forward to meeting with the company to reach a timely meaningful, fair and reasonable agreement between the company and our members, which would enable implementation for the 1st January 2026. This would certainly assist the company with its accounting arrangements for 2026, and crucially avoid potential multiple balloting of members which would likely delay a quick resolution and implementation.

The CTUC will keep you updated on latest developments.

The three unions recognised by Nuvia under the Enabling Agreement are listed below, with a link to their relevant web sites: -

- GMB - <https://www.gmb.org.uk/join-gmb>
- Prospect - <https://prospect.org.uk/join/>
- Unite - <https://join.unitetheunion.org/>

The company is supportive of Trade Union membership, with higher levels of membership bringing advantages to the employment relationship.

Regards,
John Ambrose
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