With;-

Nuvia Prospect Branch

MINUTES OF THE 116th MEETING OF THE COMBINED NUVIA PROSPECT BRANCH COUNCIL & CTUC (GMB, Prospect & UNITE) Held 23rd September 2026 – At Milton Park (& TEAMS)

Name	Section	Role
John Ambrose	Risley	Prospect Chair/Secretary
Lynn Hibbert	Dounreay	Prospect TU/EWC Rep
Marcia Oliver	Harwell Branch	Prospect TU Rep
Glenda O'Sullivan	Risley	Prospect Safety TU Rep Support
Tom Jones	West Cumbria Branch	Prospect TU Rep
Tom Adams	Harwell Branch	GMB TU Rep
Joe Cleal	Berkeley	United Rep
Robbie Young	Prospect	Negotiating Officer

1 Welcome
JA welcomed all to the meeting.

2 Apologies
Marcus Tranter – Prospect – Harwell Branch - TU Rep
Ian Tickle – Prospect – Risley Branch – TU/Pensions/EWC Rep
Patrica Allward – Prospect - Organiser

3 Acceptance of Minutes
The minutes of the previous Branch Council Meeting were accepted as a true record.

4 Actions from Previous Minutes
An index of Branch Actions is included as Appendix 1.

5 Formal Communications
JA advised that communications continue between the CTUC and the company on a number of subjects, with references made to the Items within the Minutes. JA continues to have regular informal meetings with Richard Fearnside (People & Culture Director).

An index of CTUC Updates to-date is included as Appendix 2.
An index of letters to/from the company to-date is included as Appendix 3.

6 Staff Matters
Membership
JA reported that recruitment continues amongst new starters.

Prospect Young Workers (PYW)
Position remains On Hold.

- ***Action M115:01*** – ***Marcia Oliver/Marcus Trenter*** – *MO to discuss method of engaging young workers with MT through a potential leaflet campaign. Assistance to be sort through Trica Allward.*
  Ongoing

Union Learning Rep (ULR)
Position remains On Hold.

JA reminded that training courses are open to all Reps. They should seek to utilise them, seeking approval through the Branch Secretary in the first instance

- **Action M116:01** – Ian Tickle/Lynn Hibbert – To attend Negotiations Course 10th November 2026.
  New

JA advised that GOS has kindly taken on the role of Equalities Rep.

- **Action M116:02 – Glenda O'Sullivan** – To attend an ED&I Course.
  New

- ***Action M115:07*** – ***Marcia Oliver/Marcus Trenter*** – *To contact Mandy Baines (Prospect) regarding availability of Safety Rep courses.*
  Ongoing

TU Roles
JA reminded that there are a number of vacancies within the Branch, certainly from a Prospect view, with the assistance of PA and RY, it is hoped to address in the coming months.

Further representation for GMB and Unite across the sites are also being sought.

NPC Holders
No issues raised.

- ***Action M115:02*** – ***Marcia Oliver*** – *The BC requested MO keeps a watching brief on the RPA re-tender over the coming months to ensure there is TU consultation and involvement.*
- ***Complete – MO will report on any future developments***

Recruitment & Turnover
JA revised approximate Prospect numbers for to Q3 2026. Numbers remained stable and above the 2025 level.

A list of Starters/Leavers was issued to Reps.

JA reiterated that all Reps should be following up on the New Starters.

- ***Action M115:03*** – ***John Ambrose/Robbie Young*** – *To consider a communication to all members to remind it is also up to all members to encourage new starters to consider union membership.*
  Complete – Issued August 2026*.*

Total staff employees (excluding ASWs) circa 588 (609 to end 2025).

In the year to date, at the time of compilation (as numbers are changing on a daily basis); -

- Staff numbers; - Starters v Leavers circa 72 v 93 (net loss of 21)
- Agency numbers; - Starters v Leavers circa 49 v 27 (net gain of 22)
- Total numbers - Starters v Leavers circa 121 v 120 (net gain of 1)

Ja informed that the nett loss in staff to Q3 was mainly as a result of the TUPE transfer of circa 24 Decommissioning Operatives at Dounreay into NRS and 8 HP Surveyors to NNL.

The company brief remains that it is looking to recruit circa 220 in 2026. Nett resource growth will be somewhat less as this does not take into account the leavers within the company. As seen with the overall starters v Leavers to date in 2026.

However, the message remains that increasing resources can only be see in a positive context, reflecting the optimistic outlook in the company winning work through 2026 and beyond.

All Reps are to follow up on the new starters.

European Works Council
LH advised that there is a weeklong training course to be held in Stockholm, commencing 6th October. JA requested that if there is anything of relevance to Nuvia and employees, then to provide feedback.

- **Action M116:03** – **Lynn Hibbert/Ian Tickle** – To provide relevant feedback from the EWC that may impact Nuvia and its employees.
  New

- ***Action M115:04*** – ***Ian Tickle*** – *The BC asked ITi to consider if there is a potential to issue in full, or summarise the EWC minutes, into a CTUC update.*
  Complete – ITi supplied a copy, the minutes are quite extensive, therefore minutes will be circulated separately to Members. Minutes may not always impact on Nuvia.

News Letter
JA advised that the Branch will be looking towards a Q4 Newsletter Following the latest issue, RY stated that work will commence on the next newsletter (Issue 3). Prospect reps were asked to support with thoughts and contributions.

- **Action M116:04 – Robbie Young/John Ambrose** – To compile the Q4 Newsletter with support from the BC.
  New

7 Company Matters

Company Performance
JA reported that in the latest Team Brief, the company advised that it forecasts to date on turnover and margin are below budget. The consequence is that Q4 is going to be challenging for the company to meet its year-end forecasts. It was remarked by the BC that, once again, the year-end position will no doubt have an impact on pay negotiations.

Future Workloads
Further to above;-

PED - A number of expected projects have moved out 'to the right'. This has meant that the number of employees, e.g. engineers, on Non Billable Work (NBT) is significantly above that

budgeted, resulting in a loss of income and impacting on financial performance. Though decommissioning work is performing well. There are a number of other major bids in the pipeline.

Health Physics – Is performing well, with the outcome of the NRS HP tender expected late September. Nuvia is the incumbent party and remains optimistic on winning this significant contract.

TUPE
JA reported that following the TUPE transfer of decom operators at Dounreay and HP surveyors at Sellafield, the company advised that it does not envisage any further transfers.

EDF Core Team
JA explained that there is a group of Nuvia HPs surveyors and support who are fully assigned to EDF, moving around their various sites for shutdown, etc. Due to financial issues within EDF, EDF are reviewing this arrangement which will likely result in a significant change. This is despite the highly praised work of the Core Team.

The company remains in discussion with EDF to explore potential options to the current model. However, should it come to it, Team members will likely be given the option to redeploy to other sites. But this may fall short of being classed as suitable alternative work due to the specific T&Cs the Team were engaged under, so there is a potential for a number of redundancies.

The company is to keep the Branch updated of developments.

Acquisitions
JA understands that there are currently none in the pipeline for 2026. However, acquisitions do form part of the company's 5-year plan to 2030.

Equality, Diversity & Inclusivity (ED&I)
JA reported that there are scheduled meetings through the year with the workgroup. The next meeting is scheduled for 15th October 2026.

A number of monthly calendar campaigns are being run through the group. JA also advised that the group is seeking new members and those interested should visit the ED&I webpage.

Engagement Survey
Nothing new to report. However, the Branch pointed out that one of the key areas where Nuvia had a low scoring was on the 'Fair Deal'. The Branch believed that this should be taken into consideration as part of the pay negotiations.

The CTUC has a number of members acting as 'Engagement Champions'; -

- Lynn Hibbert (Dounreay)
- Ian Tickle (Risley)

8 Terms & Conditions

General
JA reported that the BC remains in dialogue with HR on several HR procedures as it goes through the process of update.

HP Surveyors Working Group
From last BCM;-

AE reminded that when the company commenced the large-scale recruitment of HP surveyors from a number of companies, one of the main issues raised with senior management was the myriad of T&Cs now covering the groups.

A meeting was held with Richard Fearnside, Greg Antill, and the CTUC in June 2023. The meeting was wide ranging, but in relation to HP surveyors; -

- *Recruitment*
- *Integration*
- *Package Managers*
- *Job Descriptions*
- *T&Cs*
- *Etc.*

At the meeting, it was put forward the setting up of a HP Working Group which would include representatives from the CTUC, to look at the issues raised, but mainly around the various T&Cs. It was acknowledged that reaching satisfactory conclusions would take some time, with a time scale of 3 years mentioned. To date, over 15 months or so, there has been no real movement in arranging a Working Group. The issue of varying T&Cs continues to cause some irritation between groups.

JA advised that following the last meeting in April, attended from company-side by Greg Antill (HP Director) and Rachel Meaby (HR HP Partner), and from union-side by TA, JC and JA, the process had effectively stalled.

This was mainly as a result of availability of both sides due to; project work, Leave and perhaps more significantly, the HP tender. It is hoped that this can get back on track October.

At the April meeting, there was discussions on the points listed within the Problem Statement provided by the CTUC. About of a third of the points were discussed, but not fully agreed upon, and several will be revisited.

One of the key issues is the company view that it continues to exclude a group who TUPE'ed in on the grounds of ETO;-

- Economic, Technical or Organisational'.

The union-side disagreed, and asked for clarification. Further, the CTUC will be seeking guidance and support from their outside officials.

Union-side is looking to extend attendance at future meetings, particularly with members more familiar with the many issues surrounding T&Cs.

Additional Holiday Payments (AHP)
JA reminded that an issue of AHP has been raised by a number of members. Basically any person who works shift, has allowances or works overtime; when they take annual leave there is a premium calculated against their hourly rate to compensate for the loss of these 'add-ons'.

A number of members had contacted JA advising that they had not received payments for 2026, and in some cases extending back into 2025. These payments could be in the region of hundreds of pounds for some.

This was raised this with HR. It appears that for a number of reasons, the external payroll provider, Top Source, was falling short to say the least in its requirement regarding AHP calculations. After intervention, it became apparent the issue was more widespread than just a handful of members.

After several attempts by Top Source to correct, there remained persistent errors. It is now developed to such an extent that Top Source, who are based in India, are to send over two representatives to work with Nuvia in an attempt to resolve the issue.

9 Pay and Allowances

Pay

The Branch, together with outside representatives, had a lengthy discussion on the nature of the 2027 pay claim and the figures to be submitted. Discussions took note of a number of factors both internal and external to the company. Further, those not able to attend had previously provided their comments which aligned with those present.

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

- The latest published ONS CPIH figure of 3.3% to August 2026
- The HM Treasury's average of forecasts at August for CPIH to year-end of 3.4%
- Average weekly earnings over the last quarter rising by 3.5%
- Median pay settlements over the last quarter are at 3.4%

Also considered was a level of underpinning.

The CTUC agreed to propose and submit a multi-year deal with 'across the board' increases. A multi-year will perhaps allow both the company and the CTUC time to reach an agreement on a solution regarding differential pay settlements which the majority of our members, and those within the company are not in agreement.

It was agreed that JA would issue an opening CTUC Update to members, followed by further progress statements.

- **Action M116:05 – John Ambrose** – JA to prepare and submit the 2027 formal pay claim to the company.
  New

- **Action M116:06 – John Ambrose** – JA to prepare and issue a CTUC to members to update members on the 2027 pay submission.
  New

Allowances

General

The pay claim will include an element relating to inflation.

Bonus

JA reminded that, as outlined in CTUC Update 151, regarding performance related bonuses paid to those employees who were eligible to participate through their T&Cs (e.g. personal contract holders) but not to standard contract holders, the CTUC had an initial meeting with the company regarding the potential of replacing the existing general bonus scheme (from 2017) with a new scheme that could come in to place from 1st January 2027.

There are no further developments.

10 Pension Matters

General

DB Scheme

No issues to report.

DC Scheme

As a reminder, there was some discussion around Collective DC schemes. This was new to the Branch. Collectives schemes supposedly provided more certainly early on to members on the projected final outcome of the individuals pension pot at their time of retirement. The CTUC will seek to produce a briefing on this rather than outline it here.

ITi was asked by the Branch could he follow up at the next Trustees Meeting.

- ***Action M115:06*** – ***Ian Tickle*** – *To raise at the next pensions trustee meeting, inquiring on their thoughts and insight into Collective DC Schemes.*
  Ongoing

11 Safety, Health & Environment

BeeSafe

Wellbeing Clinics; -
JA re-affirmed that a 'hold' has been put on discussions relating to the workshops. Though a major disappointment, it will on the kept on the agenda as a reminder. It is understood that Assurance is keen to hold these clinics at a convenient time in the future and when funding will allow.

Lap-tops – Off-Site Access
Previously;-
JC raised the issue of the difficulties on site of maintaining communication with line management/the company. Certainly there is difficulty obtaining latest comms, SHE notices, etc. Also, raising UNORS in a timely fashion, if at all, can be extremely difficult.

JC suggested that it would be very beneficial if the company could provide laptops to remote sites, in a suitable place, where Nuvia employees gather/based on-site to able them to access in real-time company comms and the UNOR system. This would be brought up at the JCSHE.

JC had stated that he was not aware of significant developments to date. JC said he would be bringing this up again at the next JCSHE.

Campaigns; -
JA reported that PO was looking towards the following, and supported by GOS; -

- Cardiovascular health issues.
- Dental – in relation to monitoring for mouth cancers.
- NHS Free Health Checks
- Prediabetes
- Blood – 'Donate Breaks'

TU Safety Reps; -
No issue raised.

Joint Committee for Safety, Health & the Environment (JCSHE)
Significant items to be raised; -

- Dental – in relation to monitoring for mouth cancers.
- NHS Free Health Checks
- Lap-tops – Off-site Access – remains ongoing
- Prediabetes
- Blood – 'Donate Breaks'

12 Annual Delegate Conference

JA advised that following the last BCM, a venue and date has been preliminary agreed ;-

- Saturday 6th February 2027 - The Cliffs Hotel - Blackpool

A calling notice will be issued to members, calling for delegates and nominees for the Branch.

- **Action M116:07 – John Ambrose** – JA to prepare and issue a 'Calling Notice' for delegates And Branch nominees for the 2027 ADC.
  New

- ***Action M115:09*** – ***John Ambrose/Glenda O'Sullivan*** *– Initially, to look towards costings for a potential venue for a 2027 ADC.*
  Complete – 21st July 2026 – The Cliffs Hotel Blackpool

13 Any Other Business

items raised were covered under the relevant sections within the minutes.

JA requests that members who have any issues they wish the Branch to follow up or act on, then to contact their local TU reps.

Branch Finance
No Issues.

14 Dates of Next Meetings

The next scheduled BC Meetings to be held, on Wednesdays, at Milton Park (& Teams) are as below. The JCSHE Meetings to be held the following day (on the Thursdays);-

- 25th November 2026
- 2027 - TBA

John Ambrose
Chair
10th October 2026

APPENDIX 1 – SUMMARY OF ACTIONS

Branch Council Actions

Latest Close-out

- **Action M115:02** – **Marcia Oliver** – The BC requested MO keeps a watching brief on the RPA re-tender over the coming months to ensure there is TU consultation and involvement.
  Complete – MO will report on any future developments

- **Action M115:03** – **John Ambrose/Robbie Young** – To consider a communication to all members to remind it is also up to all members to encourage new starters to consider union membership.
  Complete – Issued August 2026

- **Action M115:04** – **Ian Tickle** – The BC asked ITi to consider if there is a potential to issue in full, or summarise the EWC minutes, into a CTUC update.
  Complete – ITi supplied a copy, the minutes are quite extensive, therefore minutes will be circulated separately to Members. Minutes may not always impact on Nuvia.

  Action M115:05 – **Robbie Young/John Ambrose** – To compile the next Newsletter with support from the BC.
  Complete – Issued to 4th August 2026

- **Action M115:08** – **John Ambrose** – To advise the JCSHE of MO and MT on their appointment as TU Safety Reps subject to completing the relevant courses.
  Complete – 25th June 2026.

- **Action M115:09** – **John Ambrose/Glenda O'Sullivan** – Initially, to look towards costings for a potential venue for a 2027 ADC.
  Complete – 21st July 2026 – The Cliffs Hotel Blackpool

Outstanding/New

- **Action M115:01** – **Marcia Oliver/Marcus Trenter** – MO to discuss method of engaging young workers with MT through a potential leaflet campaign. Assistance to be sort through Trica Allward.
  Ongoing

- **Action M115:06** – **Ian Tickle** – To raise at the next pensions trustee meeting, inquiring on their thoughts and insight into Collective DC Schemes.
  Ongoing

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  New

APPENDIX 2
CTUC Index
(From 2019)

CTUC No	Topic	Date Sent
101	Pay 2019 - 1	11/11/2018
102	Engineering Redundancies	10/01/2019
103	Leave Carry-over	25/01/2019
104	Pay 2019 - Offer	28/01/2019
105	Pay 2019 – Offer - Acceptance	14/02/2019
106	ADC 2019 – Motions Summary	22/05/2019
107	Appointment of Prospect Pensions Representative	23/09/2019
108	Engagement Survey	14/10/2019
109	Pay 2020 – Offer Award	22/11/2019
110	Coronavirus (COVID-19)	18/03/2020
111	COVID-19 - Furlough of Staff	09/04/2020
112	COVID-19 - FAQs	07/05/2020
113	Furloughing Compensation Arrangements	30/06/2020
114	CEO Announcement - Redundancy	07/07/2020
115	Members Survey On Consultation	10/07/2020
116	Redundancy Update	02/08/2020
117	Redundancy Update - 1	17/08/2020
118	Not Used	_-
119	Pay Award - 2021	01/12/2020
120	2020 Briefing Update	01/01/2021
121	Pensions Ballot	08/01/2021
122	Pension Scheme - Final Offer	29/01/2021
123	Pension Scheme - Summary	04/04/2021
124	General Briefing	20/08/2021
125	Pay 2022 - Submission	29/11/2021
126	Pay 2022 - Acceptance	13/12/2021
127	Pay 2023 - Submission	10/10/2022
128	Pay 2023 - Offer	29/11/2023
129	Pay 2023 - Ballot Result	13/12/2022
130	Compensation Scheme for Radiation Linked Disease (CSRLD)	10/02/2023
131	VINCI - European Works Council	25/05/2023
132	Pay & Grading	19/05/2023
133	VINCI - EWC - Update	05/06/2023
134	Pay and PRP	01/11/2023
135	Pay and PRP-1	30/11/2023
136	Pay and PRP-2	08/01/2023
137	Pay and PRP-3 – Ballot Results	26/01/2024
138	Member Recruitment	05/08/2024
139	Pay 2025	30/10/2024
140	Pay 2025 – Final Offer	10/12/2024
141	Retirement	08/01/2025
142	Pay 2025-Ballot Result	24/01/2025
143	Pay Survey	01/08/2025
144	Pay Survey - Results	15/10/2025
145	Pay 2025	16/10/2025
146	Pay 2025-1	21/11/2025
147	Pay 2025 - Company Final Offer	02/11/1025

148	Pay 2025 - Ballot Result	22/12/1025
149	No Companywide Bonus Payment for FY 2025	03/03/2026
150	The Compensation Scheme for Radiation Linked Diseases (CSRLD)	12/03/2026
151	Reward (Bonus) Discussions	10/06/2026