



# Union news

Newsletter for Northern Powergrid Technical/PC members

August/September '25

## Union contacts

Prospect Membership team

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0300 600 1878

Prospect Legal Helpdesk

0300 600 1878

Prospect Sexual Harassment

Support Service

020 7902 6647

Dear member,

This brief has been compiled to keep you up to date with the branch's position on a variety of matters relevant to Technical and PC members, including a summary of the most pertinent outcomes of the Branch Executive Council (BEC) Meetings held on 30 June 2025 and 23 July 2025 and of the Technical Council Meeting held on 29 July 2025.

## New Appointments and Farewells

- **Jez Stewart** has replaced **Adam Flanders** as the Full Time Officer for the Northern Powergrid Technical Branch.
- **Poppy Hope** has joined the BEC.

## Change of Prospect Full-Time Officer (FTO) From Adam Flanders to Jez Stewart

On behalf of the branch membership, the Prospect BEC would like to express their appreciation and gratitude to Adam for his work with and on behalf of the Northern Powergrid Technical branch, and to welcome Jez Stewart as our new FTO.

Adam took over from our longstanding FTO, Mike, at a particularly turbulent time for the branch, and has moved the whole branch forward with his new insights and different attitude. We are now better organised than ever, with a larger number of individuals taking the lead and progressing significant issues on the membership's behalf.

Adam will continue to support members he is presently supporting and will be assisting Jez in making the handover as smooth as possible. We wish Adam well for the future and look forward to working with Jez going forward.

Members are encouraged to read the Prospect brief sent out on Friday 25 July 2025 which includes a personal note from Adam.

## Agile Working

After a long wait, the Company has provided data on the number of parking spaces and desks at offices. The figures presented indicate that there are capacity issues at most locations. Despite this, the Company is now actively monitoring attendance, including the use of physical and cyber location data, and we are aware of isolated cases of enforcement where members are not adhering to the Agile Working Policy.

We have asked the Company to provide further guidance but advise that all members comply as far as possible with the Agile working policy and ensure that their line managers are made aware of any issues, including difficulty in finding appropriate facilities at Company sites, has caused to their productivity and flexibility.

Members should continue to raise any issues regarding the application of the Agile Working policy with their local TRs as well as their line manager for onward escalation.

## Cars

The Cars working group continues to refine the good work it has already done in embedding a periodic update to the Car Ownership Scheme/Car Cash Alternative allowance.

We have asked the Company to engage with us in discussion around other significant issues, e.g. operational engineers carrying large amounts of equipment in their cars.

## Company performance

Measured Company-wide safety performance including the frequency of Preventable Vehicle Accidents has worsened of late. We encourage our members to continue to engage in safe working practices and take due care whilst driving – it is in the gift of every employee to be proactive in improving safety performance.

## Direct Hires into the Business

We continue to monitor new appointments into the business in terms of grade and competency levels. Members should raise any concerns with their local reps.

## Integration of MIMP Hours Tracking into Timesheets Application

Testing of the expanded Timesheets application has been successful and the new functionality is ready to be moved into the live system. Given the proximity of the new MIMP year (October), the go-live date is yet undecided.

## **Pre-Retirement Leave**

The Company has changed its approach to pre-retirement leave meaning that this section of the Technical Agreement is out of date. The Company is proposing to publish the revised section on The Grid but the Senior Reps do have an advance copy that they can provide to members as appropriate.

Members are advised to seek advice from their line manager and People Services as early as possible when making retirement decisions.

## **Safety & Operational Incident investigations**

We continue to recommend that members are accompanied by a TR when subject to fact finding investigations. If members feel this is not necessary due to the nature of the incident, we suggest that members request that the meeting be recorded to enable independent review at a later date if needed.

## **Technical Incentive**

Although they have yet to confirm the targets for this year, the Company have been monitoring performance against last year's measures with an additional safety element added despite our feedback to the contrary. The Company is preparing a briefing on this year's Technical Incentive targets.

Members are to be reminded that we did not sacrifice any base pay in the last pay award for the Technical Incentive scheme.

## **Other Issues**

We continue to work with the Company in a number of working groups and will provide specific outputs as appropriate.

Members are reminded to raise any issues with their local rep for consideration and escalation as needed.

Circulated on behalf of the Prospect Northern Powergrid Branch BEC.