



PROSPECT PLUS OFFERS

We'll support you when you have a problem at work, as well as secure good pay deals and terms and conditions across the board, but that's not all we're about. Being a Prospect member also gives you access to a whole host of other benefits.

Such as:

- A free wills service
- Holiday packages
- Family days out
- Cheaper cinema tickets
- Airport Extras
- Discounts on gym membership
- Discounts on Apple products

Subject to T's and C's
Members should access [Member benefits](#) to find out more.

Welcome message from the Branch Chair



On behalf of the branch committee, I'm pleased to share this latest newsletter and update you on the work we've been doing on your behalf. It's been a busy and productive period for the branch, with the committee working hard to represent members' interests, raise workplace concerns, and engage constructively with the company.

The articles in this edition reflect just some of that work, from pay and bonuses, to student loan campaigning, inclusion and neurodivergence, and our presence at

wider industry events. They show both the breadth of issues affecting our members and the active role your union continues to play.

As always, Prospect is at its strongest when members are involved. If you have an issue you'd like to raise, ideas for future campaigns, or feedback on anything in this newsletter, please don't hesitate to get in touch with me or any of the committee.

Have your say: Nuvia Delegate Conference 2027

Over the coming weeks, the branch will be issuing a call notice for members to participate in our delegate conference, where we will come together to debate the priorities, policies and campaigns that will shape the work of the branch over the following 12 months. The conference is one of the most important events in our branch calendar. It gives members the opportunity to submit motions, debate the issues that matter most, and help determine the direction of the branch for the year ahead. Whether your concerns are pay, workloads, equality, health and wellbeing, union recognition, or a completely new issue, this is your chance to put it on the agenda.

The conference will also elect representatives to a range of branch committee positions, helping to ensure we have a strong and active team leading the branch into the future. All members will have the opportunity to vote and stand as a delegate to attend the conference, which will take place in Blackpool in 2027. There is no cost to members, with all reasonable travel and accommodation expenses covered by Prospect.

We are particularly keen to hear from members who may not have been involved before. Fresh ideas, new voices and different perspectives are essential if we are

Pay talk update: NPC's & CTUC members

Following feedback from our recent member survey, we have listened carefully to concerns around pay differentials and the importance of maintaining consistency across pay awards.

As a result, we raised concerns about the involvement of NPC (Personal Contract Holders) employees within the CTUC pay negotiations. We are pleased that the company has accepted our request for NPC staff to be excluded from the main CTUC pay talks.

We believe this approach will support a fairer and more consistent pay award process for all employees, helping to address concerns around pay differentials and ensuring greater clarity throughout negotiations.

Prospect will be the sole union negotiating on behalf of NPC staff. These negotiations will take place at the same time as the main CTUC pay talks, but they will be conducted separately. This will allow both sets of discussions to focus on the specific circumstances of the respective employee groups, while maintaining alignment in the overall pay review process.

We remain committed to representing members' views and will continue to keep you updated as negotiations progress.

to continue growing and strengthening our branch. We would also encourage members to start thinking about submitting motions and nominations. The conference belongs to the membership, and its success depends on members helping to shape the agenda and set our priorities for the year ahead.

Keep an eye on your inbox for further details, including how to submit motions, nominate yourself or a colleague, and stand as a delegate. This is your branch, your conference, and your opportunity to help decide what comes next.

Prospect & Nuclear Institute joint working

Many members are keen to develop their careers and achieve professional recognition, including registration as a Chartered Engineer. While most people think about technical knowledge and qualifications when working towards professional registration, there are other important skills that can help demonstrate your readiness.

Did you know that being a union representative can help you develop many of the competencies expected of Chartered Engineers?

As a rep, you gain valuable experience in:

- Leadership by representing colleagues and helping to drive positive change.
 - Problem solving through resolving workplace issues and finding practical solutions.
 - Communication and influencing skills when negotiating with management and advocating for members.
 - Public speaking and presentation skills through meetings, briefings and speaking on behalf of members.
 - Professional judgement by balancing different viewpoints and making evidence-based decisions.
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These are all skills that can support your wider professional development and help demonstrate the leadership and interpersonal competencies expected by professional institutions. To support members in their career progression, we are currently exploring opportunities to work with the Nuclear Institute on events and development sessions designed to help members understand professional registration pathways and build the skills needed to achieve their career goals.

If these kinds of talks and development opportunities are of interest to you, please get in touch with your branch. We want to ensure members are aware of upcoming events, workshops and networking opportunities as they become available. Whether you're already working towards Chartered Engineer status or just starting to think about your next career step, your union can be more than workplace representation. It can also be part of your professional development journey.

Promote Prospect

Remember, the more members we have, the more effective we can be – it gives Prospect greater influence with our employers to drive forward positive change at work.

For every colleague you recruit, you can choose one of the following incentives:

Option 1:
£15 Lifestyle voucher.

Option 2: £15 donation to Trussell Trust, War Child or Help for Heroes

Option 3: £15 donation to our benevolent fund, which helps members in financial difficulty.

Colleagues can join online. Please ask them to complete the “recruited by” section on the join form so that you receive your incentive.

Pass on this link! [Join Prospect today | Prospect](#)

Make sure that when a new member signs up they put your membership number on their application form. If you do not know your registration number, you can find out on our website.

<https://my.prospect.org.uk/login>

Reps Spotlight

What motivated you to step into the role: It is the only company in my career whose employees have the benefit of active representation with a national Trade Union and one that is positively recognised and can engage with the business senior management. There is a full spectrum of membership, with younger employees just starting their careers with us, through to senior management who have all benefited over the years from the hard work undertaken by its representatives. Having been a long-term member, I was happy to get more involved, and it started by attending the ADC in Blackpool on a typical cold February weekend. Apart from the good nights out in Blackpool, it was a good introduction to the workings of the union and activities the reps typically got involved with, plus it was a great opportunity to meet other members and representatives F2F and outside of the work environment. Hopefully these weekends may recommence one day!

What advice would you give to someone thinking about becoming a rep: A lot of good work is undertaken by a small number of union representatives, and (I am guessing) some are due to retire in the not-too-distant future. So, to be able to continue as an effective and strong union, we need to maintain and increase our membership, and therefore I would encourage all members to come and speak with the reps to find out what we do and how we are able to support the employees of Nuvia. There will always be some employees who don't see the positives of a union and only focus on the financial aspects, but the reps are here to provide advice and support when conflict and grievances arise. The union supports on an individual and group basis and there have been many positive outcomes over the years whilst I have been a member.

One thing people might not know about you (work or non-work!): I love to holiday in Madeira at Easter and September each year. I have a large garden which keeps me busy throughout the seasons and although it is time consuming, it is relaxing and enjoyable.

Has being on the committee helped you develop any skills or knowledge:

Yes. Over the years I have become more involved, and I have several responsibilities as a rep. Having been a company Pension Trustee since 2019 for the closed DB scheme, I have gained a lot of knowledge in this subject and as such I have been able to support the Prospect branch with pension matters. As safety is a main priority for everyone, the union has good representation at the JCSHE meetings, of which I am privileged to be involved and attend. I am currently the branch Treasurer, and I also represent the union and Nuvia, at Vinci group level as the elected European Works Council delegate where we discuss and seek improvements for employees on a group level. I get to travel to Paris and various European countries when attending meetings with the next meeting being in Stockholm, Sweden.

Tupe Transfer

Some recent developments were the TUPE Transfer of circa twenty-five Nuvia decommissioning operators based at Dounreay into NRS, and the TUPE transfer of eight Nuvia HP staff based at Sellafield into UK NNL.

In both cases, the unions were fully consulted at all stages, with members represented by their appropriate TU rep. Generally, the transfers went smoothly, though there were one or two issues that remained to be fully resolved but will be taken up by their new TU reps within the relevant organisation.

Additional Holiday Payment (AHP)

More recently, it was brought to the attention of the CTUC that several members had not received in full, or any, AHP in 2026, or has far back as late 2025. AHP are additional payments made on top of the hourly rate paid to staff who generally work shifts, paid allowances or work overtime when Annual Leave is taken. This was taken to HR, where it appears that this was a wider issue than first thought. The company has been in conversation with the payroll provider and believes the situation is now being resolved. Payments and letters have been made and issued to the affected individuals. We advise those individuals to check for themselves the details, and in the first instance contact HR for any clarification.

Branch Committee 2025-2026



Chair

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Health and Safety Rep, CTUC & EWC Rep

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Committee Rep

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Young Workers Rep

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Branch Secretary (Vacant)

- Name:
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- Email:



Branch Organiser (Vacant)

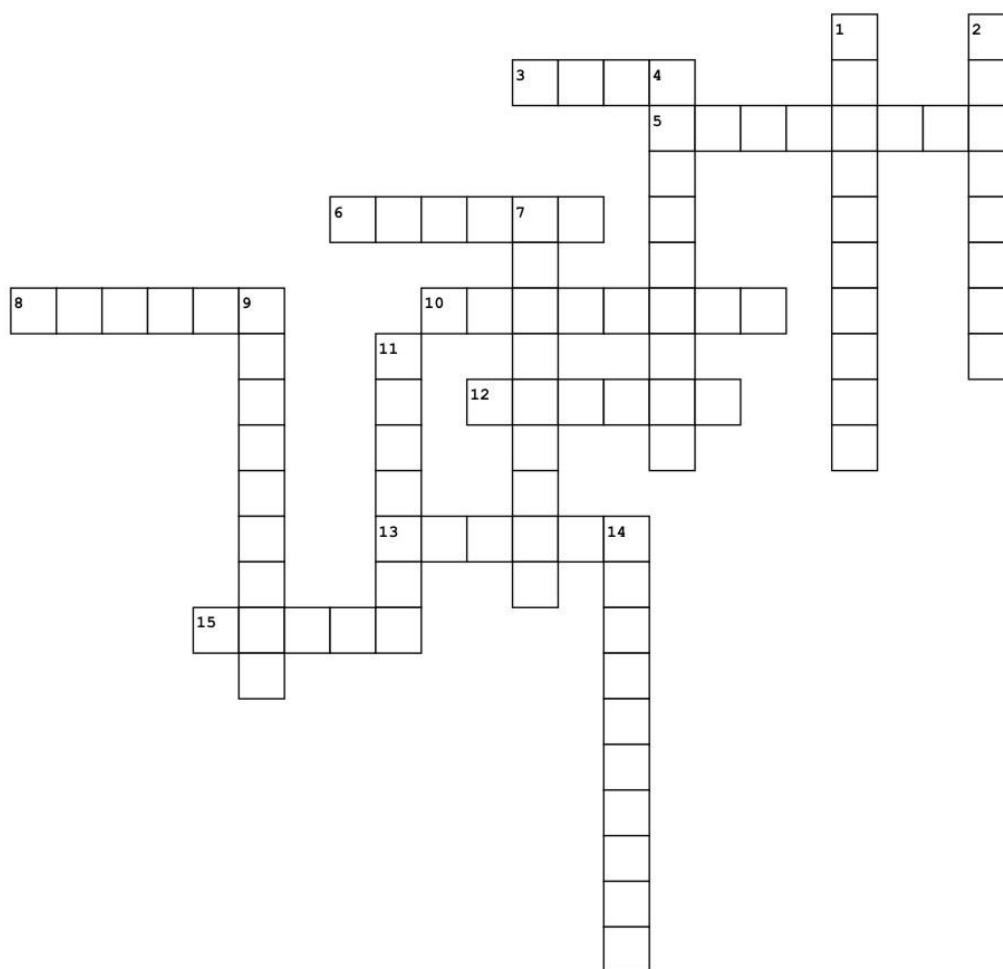
- Name:
- Office:
- Email:



Committee Rep (Vacant)

- Name:
- Office:
- Email:

Trade union crossword



Across

- 3. Become part of the union (4)
- 5. Principle that we should all be treated the same (8)
- 6. Local organisation of trade union (6)
- 8. A person who belongs to a union (6)
- 10. Organised effort to achieve a common goal (8)
- 12. Legal elements and protections at work (6)
- 13. New rights to allow reach to workers easier (6)
- 15. The organisation that represents and supports workers (5)

Down

- 1. Describes a common purpose (10)
- 2. A proposal setting out members pay demand (8)
- 4. Discuss terms with an employer (9)
- 7. Group elected to run a branch (9)
- 9. To act on behalf of members (9)
- 11. To negotiate terms and conditions (10)
- 14. Unity and mutual support among workers (10)