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Nuvia News

Newsletter for Nuvia Prospect Members

No. 3, Aug 2026

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 am pleased to share this latest newsletter and provide an update on the work that has been taking place on your behalf over the summer. It has been a particularly busy and productive period for the branch. Alongside our ongoing work representing members across the company through individual casework and workplace issues, we have been focused on preparing for the forthcoming **Annual Delegate Conference (ADC)**, supporting members' priorities through the current pay negotiations, and organising activities to mark Prospect Union Week.

recruitment and organising campaign. Union Week provides an important opportunity to raise the profile of the union, engage with colleagues about the benefits of membership, and strengthen our collective voice in the workplace. We look forward to meeting members and non-members at our planned workplace events and encouraging more colleagues to get involved in the work of the union.

As always, Prospect is strongest when members are involved. Whether that is attending branch events, putting yourself forward as a delegate, raising workplace issues, supporting Union Week activities, or simply sharing your views on matters that affect you, your involvement helps ensure that the branch remains representative, relevant and effective.

Prospect union week

Prospect members and reps across the UK will be taking part in **Union Week**, Prospect's annual recruitment and organising campaign. The week is all about raising the profile of our union, speaking to colleagues about the benefits of membership, and strengthening our collective voice in the workplace.

Every new member makes Prospect stronger. The more members we have, the more effectively we can negotiate with employers, campaign on the issues that matter to us, and ensure that workers have a strong and independent voice at work.

Being part of a trade union is not just about having support when things go wrong. It is about improving workplaces, securing better pay, protecting terms and conditions, influencing workplace policies, and helping colleagues build better careers. Prospect represents over 160,000 professionals, specialists, managers and technical experts across a wide range of industries and public services.

Motions to Nuvias ADC

Writing a Motion for ADC

The ADC is your opportunity to influence the direction of the branch by proposing motions on issues that matter to you and your colleagues. A well-written motion should be clear, concise and focused on achieving a practical outcome.

Most motions follow a simple structure:

The Branch Believes...

This section explains the problem, concern or principle behind the motion. It sets out why the issue is important and why action may be needed.

The Branch Notes...

This section provides relevant facts, context or recent developments relating to the issue. It gives delegates the background information needed to understand the proposal.

The Branch Resolves...

This section sets out the action you want the branch, employer or union to take. The most effective resolutions are specific, practical and achievable.

Potential topic for debate

Flexible and hybrid working arrangements

Recruitment and retention

Pay and reward

Mental health and wellbeing

Health and Safety

Union Week provides an opportunity for all of us to talk to colleagues about the value of union membership, share our experiences of how Prospect has supported us, encourage non-members to join, and raise awareness of the work carried out by our local branch and workplace representatives.

As part of Union Week, we will be holding two workplace stalls where members and non-members can meet Prospect representatives and officers, discuss workplace issues, and find out more about the support available through the union.

Risley Stall

11:30 - 14:00

Prospect reps and officers will be available to discuss any workplace concerns, answer questions, provide advice and support, and talk about the benefits of union membership.

Milton Park Stall

Prospect representatives **Marcus and Marcia** will be available in the staff room to speak with staff about any issues they may be facing at work. They will also be on hand to talk to both members and non-members about Prospect membership, the support the union can provide, and how you can get involved in union activities.

2027-2028 Pay talks

The CUTC has now met with the company to formally present our pay claim for this year's pay negotiations. The company is currently considering the claim and preparing its response. We will continue to keep members updated as discussions progress.

During the meeting, we highlighted the key priorities raised by members through our pay survey. In particular, we emphasised the strong support for an across-the-board pay increase, rather than differential increases that benefit some groups more than others. Members were clear that they wanted a fair and consistent approach to pay that benefits the workforce as a whole.

We also reiterated members' request for the establishment of a Pay and Transparency Working Group. The purpose of this group would be to review pay structures and consider a pathway towards moving employees towards the median quartile of relevant market benchmarks, improving transparency and understanding around pay progression and reward.

In addition, we sought an underpin for the lowest-paid employees, ensuring that those most affected by rising living costs receive meaningful improvements through this year's settlement.

To support our claim, we shared the findings from our member survey, which demonstrated a clear preference against differential pay awards. We also highlighted the company's own staff survey results, which indicated significant dissatisfaction with current pay and reward arrangements. We made clear that there is a strong expectation from employees that these concerns are addressed through this year's negotiations.

We are due to meet with the company again in the coming weeks to hear its response to the claim and continue discussions. Following that meeting, we will provide members with a further update on progress and any developments in the negotiations.

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



For this edition of the newsletter, we interview Lynn Hibbert who is based in Dounreay.

What motivated you to step into the role:

We are fortunate enough to work for a company that recognises the union and I think its important for employees to have a voice and know that they have someone to talk to if they have a problem or aren't sure about something. I wanted to be able to support my colleagues and hopefully make a difference where possible.

What advice would you give to someone thinking about becoming a rep:

I would say go for it! There's lots of training and support available and you learn a lot as you go along. There can be some challenging times but overall, its really rewarding when you know that you've helped someone. Our branch is really helpful and approachable so if there's anything that you're not sure of you can always ask.

One thing people might not know about you (work or non-work!):

I absolutely love animals, especially dogs, I volunteer with Labrador Retriever Rescue Society Scotland, which helps Labradors in need and finds them new homes. It's something that I really enjoy being involved with, I'm a bit of a soft touch when it comes to dogs!

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

Absolutely, being a TU rep has made me much more confident about speaking up, asking questions, and putting my own and my colleagues' views across. Being on the committee has helped me become more confident when dealing with difficult conversations and situations which has been useful both in and outside of work.

Part of my role within the TU is as the substitute member of the Vinci European Works Council, as part of that role I have had the opportunity to attend EWC training and meetings abroad and meet colleagues from different countries and parts of the wider organisation. It's given me a much better understanding of the parent company and organisations within, what they do and how decisions and changes can affect employees across the different businesses.

Become a Prospect Rep

Would you like to play a bigger role in your union and help make a difference in your workplace? We are currently looking for members to get involved as Prospect representatives and help support the work of the branch. We are looking to fill the positions of Branch Secretary, Branch Organiser, and a number of other non-portfolio representative roles.

Being a rep is a rewarding experience and offers the opportunity to:

Make a positive difference for your colleagues.

Help build a stronger and more effective union.

Develop communication, negotiation and problem-solving skills.

Gain experience in organising and leadership.

Build confidence and strengthen your interpersonal skills.

Access training and support provided by Prospect.

Reps are at the heart of everything we do. By volunteering, you can help ensure members' voices are heard and that Prospect continues to be a strong and effective voice in the workplace.

If you would like to find out more about becoming a representative, please contact one of the reps listed on Page 5. They will be happy to discuss the role, answer any questions, and share their experience of representing members.

Branch Committee 2025-2026



Chair
- Name: John Ambrose
- Office: Birchwood
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Health and Saftey Rep, CTUC & EWC Rep
- Name: Lynn Hibbert
- Office Dounreay
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Health and Saftey Rep
- Name: Tom Jones
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Pensions Rep, Treasurer, & EWC Rep
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Equalities Rep
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Committee Rep
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Young Workers Rep
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Branch Secetary (Vacant)
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- Email:

Branch Organiser (Vacant)
- Name:
- Office:
- Email:

Committee Rep (Vacant)
- Name:
- Office:
- Email:

Union week themed wordsearch



Words to find.

PROSPECT
RECRUITMENT
MEMBER
SUPPORT
NEGOTIATIONS
ORGANISING
COLLEAGUES
WEBINARS
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INFLUENCE
UNION
MEMBERS
JOINING
REPRESENTATIVE
TRAINING
CAMPAIGN
ADVICE
LOBBYING
PARTICIPATING
VOICE