



Building Safety Regulator Branch AGM

Record of the meeting on Tuesday 29 September 2026

- **Attendance:** 35 members.
- **Chair:** Neil Collins.
- **Prospect officials:** Ian Harris and Mandy Baines.

The chair welcomed members and noted that the AGM formally established the new Prospect BSR Branch.

1. Recap of our journey to this point

- The chair thanked members and representatives who had supported colleagues through the COSOP and staff transfer process.
- The regular interaction between members and representatives during the transition was seen as valuable and something the new branch should continue.
- Trade union involvement in during the transfer had demonstrated the value of early engagement. Management had listened to representations and amended proposals.
- Monthly meetings were now taking place with BSR senior leadership.
- Members were encouraged to become involved in the branch. Involvement could range from providing a local point of contact and gathering colleagues' views, to formal branch roles.

2. Establishment of the BSR Branch and Adoption of Branch Rules

- The proposed branch rules had been circulated with the AGM invitation and were presented for formal adoption.
- The chair confirmed the meeting was quorate.
- The members voted to adopt the new branch rules.
- These will now proceed through Prospect's formal approval process.

3. Election of Branch Officers and Committee

The following nominations were presented to the meeting:

- **Chair:** Anne Foster
- **Vice-Chair and Health & Safety Representative:** Gareth Underhill
- **Secretary:** Kate Clark
- **Equalities Rep:** Fanaye Broadbelt
- **Senior Managers Rep:** Neil Collins
- **Non-officer committee members:** Helen Duggan and Luke Turner
- It was proposed that the incoming committee be in place until the AGM in 2028, to allow time to establish and stabilise the new branch.
- The members voted to approve these appointments.

4. Work-related Mental Health and Organisational Culture

- BSR's existing work on stress and work-related mental health was discussed.
- Prospect has proposed a staff survey, based on the HSE Stress Management Standards.
- Gareth Underhill, as the new Health & Safety Representative, will take this work forward.

- Concerns raised by members included:
 - pressure on staff and the organisation's duty of care;
 - behaviours and culture within some parts of BSR;
 - the previous BSR "heat map" exercise, where members were unclear what action had resulted;
 - the impact of organisational pressures on relationships and behaviours.
- **Agreed direction:** Prospect will continue engagement with management, with the proposed survey being used to identify issues and inform priorities for action.

5. Pay

- Formal pay negotiations with BSR are about to begin.
- Prospect will seek a straightforward and fair approach for the forthcoming pay round, while identifying longer-term issues that we would like addressed in future years.
- Negotiations will cover both consolidated and non-consolidated pay.
- The negotiating process will require confidentiality to allow the unions and management to explore options and negotiate effectively, limiting what we are able to share with members during the negotiations.
- Any eventual recommendation on a pay offer will be for members to consider and accept or reject.
- Members raised concerns about pay progression and specialist pay.
- The current pay remit does not allow the introduction of pay progression, but Prospect will continue to raise members concerns about this.
- **Agreed direction:** pay progression, specialist pay and wider structural pay concerns will be raised during negotiations as things to address in the future.

6. Pensions

- Members raised continuing problems with pension administration.
- Prospect acknowledged that pension problems continue to affect a significant number of members.
- Prospect has to consider carefully how and when individual issues are escalated, given the number of issues to be resolved.

7. Priorities for the New Branch

Members were invited to identify areas on which the branch should focus. Discussion highlighted:

- mental health, wellbeing and organisational culture;
- breaking down organisational silos and improving working across the organisation;
- creating a stronger sense of BSR staff as a shared workforce;
- continuing to develop the representative network across BSR;
- ensuring member views inform the branch's priorities and management discussions;
- considering opportunities for face-to-face member engagement.

8. Close

- As incoming Branch Chair, Anne Foster thanked Neil Collins for his work as lead representative in establishing the new branch and supporting members through the transition.
- She emphasised that the new branch provides members with an opportunity to shape how Prospect works within BSR and determine its future priorities.
- Members and representatives were thanked for their support and participation and encouraged to continue to be engaged.