



[prospect.org.uk/join](https://prospect.org.uk/join)

# Union news

Newsletter for Prospect members in HSE

January 2026

## Union contacts

**Secretary: Geoff Fletcher**  
[Geoff.Fletcher@hse.gov.uk](mailto:Geoff.Fletcher@hse.gov.uk)

**Chair: Emma Preston**  
[Emma.Preston@hse.gov.uk](mailto:Emma.Preston@hse.gov.uk)

**Vice Chair: Patryk Gibbins**  
[Patryk.Gibbins@hse.gov.uk](mailto:Patryk.Gibbins@hse.gov.uk)

**Prospect Membership team**  
[membership@prospect.org.uk](mailto:membership@prospect.org.uk)

**0300 600 1878**

**Prospect Sexual Harassment  
Support Service**  
**020 7902 6647**

## Member Recruit Member

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:

£10 Lifestyle voucher

£10 donation to our charitable causes

£10 donation to our benevolent fund which helps members in financial difficulty

## Welcome back and Happy New Year!

I hope you managed to get a proper break and some time to switch off before the year kicked off. As we move into 2026, Prospect HSE Branch continues to be actively engaged in supporting members, representing concerns, and challenging management on the issues that matter most to our members.

The year ahead will no doubt bring new challenges, but it also brings opportunities to strengthen our voice, support one another, and make a difference in our workplace. Thank you for your continued involvement, patience, and support within our Branch. I'm looking forward to working with you through 2026 as we continue pushing for improvements and fair treatment for all members.

Emma Preston – Branch Chair, on behalf of Prospect HSE Branch

## Prospect HSE Branch Preparing for February AGM

We continue to prepare for our Annual General Meeting (AGM), which will be held in early February. The AGM is a key event in the Branch calendar and gives members the opportunity to review the past year and influence the direction of the Branch moving forward. During the meeting, Branch Officers will present reports outlining key activities, achievements, and challenges. The Branch Treasurer will also present an overview of the Branch's financial position. Elections for Branch Officer roles for the year ahead will form an important part of the meeting, allowing members to put themselves forward or to support colleagues.

We will be joined by two guest speakers, Dan Ellis (HSE HR Director) and Mike Clancy (Prospect General Secretary). Their attendance will provide members with valuable insight into current and future issues affecting HSE staff and the wider union. We encourage members to discuss any questions or issues with their local representative to ensure these can be raised!

## National Whitley

In December, Branch Officers and our Prospect Full Time Officer attended the quarterly National Whitley meeting in Redgrave Court. The Whitley meetings are an opportunity for trade unions to engage with HSE's senior leadership and make members' views heard. Key areas of discussion included the 2025 People's Survey results, the AI Use Policy and an update into HSE's finance and performance data.

Prospect highlighted the ongoing concerns among members regarding the travel time policy. Senior Leaders reiterated their view that the travel time policy has simply been refreshed and does not constitute a change in policy. Prospect will continue to protect members' rights and interests and hold HSE to account for any adverse impacts caused by the policy 'refresh'. We encourage any members being adversely affected to contact their local Prospect representatives with their experiences to ensure HSE consider the full impacts of the travel time policy.

# HeartUnions Week 2026

9<sup>th</sup> February – 15<sup>th</sup> February

We are offering three months' free membership to those who join during HeartUnions week.



Please share this with colleagues and encourage them to join!

## BSR Transfer to MCHLG

We will be entering into the formal process of consultation in early January. Affected members should be notified if they are in scope for the transfer by HSE.

We will be holding regular meetings throughout the process for members please look out for invites and emails.

These meetings have been communicated in a separate email.

Not receiving BSR specific emails from us please let us know your details so we can make sure you are on the BSR mailing list.

## Meet your Representatives

Hello everyone, I'm Matt and I'm the Assistant Secretary of Prospect HSE branch. I'm an engineer within the Analysis and Risk Group at Science Division and am based in the Norwich office. I have quite a varied day job and am spending a lot of time at present around Artificial Intelligence (AI). I've been a Prospect rep for about twenty years, and I now coordinate all of the personal casework across the branch, including handling the more serious cases such as dismissals, gross misconduct disciplinaries and most recently dismissals due to failures of the Regulators' Training Programme (RTP). I am also a member of the Pay Team and will be taking part in this year's pay negotiations with management. Back to casework - we now have a very well thought through system in which people receive good training and are well coached through their first case or have shadowing opportunities. I'd like to take this opportunity to thank all those reps who take on personal cases, allow others to shadow them, and would encourage anyone who is interested in becoming a rep and getting involved in casework to get in touch.



Hi, I'm Patryk and I'm the new Vice Chair of Prospect's HSE branch. I'm a Regulatory Scientist in CRD based in the York office. I've been a Prospect member since I joined CRD in October 2022 and took up the mantle of York's local rep two years ago. Since then, I've joined the Branch Council representing Yorkshire and the North and was elected as VC last month.

Prospect's primary responsibility is to represent our members and their interests so I will work hard to ensure all our members are informed, heard and included in discussions with management and in decision making within the Branch. This means improving our communications from the top down and facilitating more open dialogue with members – my inbox is always open for any questions, ideas or concerns you may have. Finally, I'd like to say a huge thank you to Branch Council for supporting me as VC and to my fellow Branch Officers for helping me find my feet in this new role.

## Pay Progression & Age Survey

Members will remember that we launched a survey before Christmas which aims to help us better understand the issues around progression pay, with a focus on age. This is to help us understand whether there may be a route to progress this issue in addition to the work already underway centrally to press for the reintroduction of suitable progression pay across the Civil Service. Thank you to all the members who have responded – indeed most members have already responded to the survey. Unfortunately, there is still a sizable proportion of the membership who have not and if the response rate doesn't improve it is unlikely that the overall results will have enough statistical 'power' to reliably use in our work. A poor turnout is likely to undermine the credibility of the Pay Team for 2026. Therefore, could all members who have yet to respond please do so. We are also asking all those who have responded to ask two of their colleagues (who are Prospect members) whether they have completed the survey. The survey is only open for a couple of weeks more, so please take time to do this as soon as possible. It is particularly important that those staff who may not be directly impacted by progression pay – i.e. those at or very near band max – still complete the survey as this is important to demonstrate a correlation between age and pay position. If you have any technical problems in accessing the survey, please contact [mandy.baines@prospect.org.uk](mailto:mandy.baines@prospect.org.uk)