



Central Trade Union Committee Update

For all TU members employed by Nuvia

Number 151

29th June 2026

Bonus (Reward) Consultations - Update

This is a short briefing update on the potential new bonus scheme, 'Reward', the company wishes to introduce to those in the Collective Bargaining Unit. This would be designed to replace the existing Bonus Scheme which can be found on the Intranet. As a reminder, this can be summarised as follows;-

Individual Bonus Payments

Individual bonus payments are linked to company and financial performance and will be split evenly from the bonus pot, by dividing the bonus pot total by the number of eligible employees. The company will communicate what the pot is based on, by detailing the percentage of the overall pay bill, and detailing what this equates to as a figure in advance of payment to all eligible employees via a company notice in advance of payment.

This was introduced back in 2017 following a members proposal adopted at the 2017 Annual Delegate Conference (ADC) which instructed the CTUC to raise with company. After some discussion, it was subsequently implemented by the company. However, as you will be aware, this has failed to payout for quite some years

Representatives have had an opening meeting with the company who outlined an initial proposal. Should the company meet or exceed its performance target for a financial year, a 'bonus pot' would be generated. Payout to eligible members would be based on their annual PDR performance rating as one of the criteria.

Any new scheme would not come into place until 1st January 2028, so allowing individuals performance data for 2027 to be applied. The company has not issued any new documentation around the proposal to allow scrutiny. However, the CTUC has stated that any new scheme must treat employees fairly and equitably in terms of any cash payout.

We await a follow-up meeting.

Regards,

John Ambrose
CTUC Chair
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The three unions recognised by Nuvia under the Enabling Agreement are listed below, with a link to their relevant web sites: -

- GMB - <https://www.gmb.org.uk/join-gmb>
- Prospect - <https://prospect.org.uk/join/>
- Unite - <https://join.unitetheunion.org/>

The company is supportive of Trade Union membership, with higher levels of membership bringing advantages to the employment relationship.