



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 hope that you find this newsletter useful and insightful. Moving forwards, we aim to get a newsletter out to members quarterly with updates on the work that we are doing on your behalf.

We are looking for new reps on the committee, so if you are interested then

please do get in touch with me or any of the committee and we can talk with you about the rewarding work we do and how you can get involved. More information can be found on page 3 of this newsletter.

NU Tech event on the 13th of May.

Wednesday 13 May 2026 | 10:00am – 2:30pm: Birchwood Nuclear Hub, Warrington (WA3 6YN) Marquee near the Engine Rooms

The Nu-Tech Engineering & Technology Solutions Exhibition 2026 is taking place at Birchwood Park this May, featuring over 70 exhibits and displays from across the engineering and technology sectors.

Prospect and Nuvia will be exhibiting at the event, and visitors are encouraged to visit the stall to meet the team and learn more about their engineering and nuclear expertise.

Attendance is free, with advance registration recommended. [Register for the Nu-Tech 'Engineering & Technology Solutions' Exhibition 2026 - Birchwood Park](#)

Disciplinary and Capability Procedures

Your TU Reps across the unions have accompanied and represented several members who have gone through a Disciplinary or Capability process over the last year or so. We would remind members that if you are being invited to a meeting with HR and you are unsure why. Find out, be clear and consider if you should be asking your TU Rep, to accompany you. Members have reported that it was only 'after the event' they should have sort out their local rep.

Further, in the past, we have had several non-members who were going through the process ask "Can they join the union?". They certainly can. However, Prospect (like all unions) are unlikely to take on existing cases – it is not the 4th Emergency Service.

Student Loan (2) campaign

Many younger members are being affected by the continued freezing of student loan repayment thresholds under Student Loan Plan 2. Because the point at which repayments start has been frozen, while wages have continued to rise, more people are being pulled into repayments and those already repaying are paying back more of their salary each month. In real terms, this means people are repaying their loans for longer and at a higher overall cost.

At the same time, the interest rate applied to Plan 2 loans has significantly increased. Interest is charged at a rate linked to inflation, meaning balances can grow even while regular repayments are being made. For many members, this creates the situation where their loan balance increases faster than they can pay it down, adding long-term financial pressure.

The government has said that from September, the interest rate will be capped at 6%, which is a step in the right direction. However, Prospect believes this does not go far enough. The combination of frozen thresholds and high interest rates continues to unfairly penalise those repaying under this system.

Prospect is calling for further action from government to make the student loan repayment system fairer for everyone affected, and we are keen to work with members to build this campaign, share experiences, and push for real change.

Bonus Update

As highlighted in the most recent CTUC update, members will be aware that the company has decided not to pay a bonus to all eligible staff for 2026, despite a profit being made. Certainly a number of members have been quite explicit and forthright with their views to TU reps.

This decision is disappointing and has caused understandable concern among members. In response, we will be meeting with the company to discuss the introduction of a new bonus scheme, and to ensure future arrangements are fair, transparent, and properly reward staff contribution. We will keep members updated as these discussions progress.

Neurodivergence awareness week event.

On 17 March, our branch was pleased to join Alanna from the Nuclear Institute for an engaging and insightful talk on supporting neurodivergent colleagues in the workplace. The session was hosted by Prospect and attended by members from across several nuclear branches, reflecting the growing interest and importance of this topic across our sector.

It was particularly encouraging to see strong engagement from colleagues at Nuvia, as well as the wide ranging discussion throughout the session. The level of participation and the number of members who requested access to the recording afterwards shows just how relevant and valuable this conversation was. Many attendees told us they learned a great deal, and that certainly reflected our own experience as a branch.

Neurodivergence is an area where awareness and understanding are improving, but where too many people still face unnecessary barriers at work. As a trade union, we are clear that everyone deserves a workplace where they can thrive, feel welcome, and be properly supported. That means recognising difference, valuing it, and ensuring reasonable adjustments are made in practice, not just in policy.

We also recognise that the employer has stated ambitions to be an inclusive organisation, and we welcome that. However, warm words and progressive rhetoric must be matched by meaningful action. If our employer falls short of their own commitments, we will continue to hold Nuvia to account on behalf of our members.

Following several comments and observations raised by employees who are neurodivergent, our TU Safety Reps lobbied the company through the JCSHE (Joint Committee for Safety, Health & Environment) on the environmental make-up of meeting rooms and Wellbeing rooms. This was with reference to subdued/soft lighting, wall colour schemes, seating arrangements, etc. The Welfare room at Milton Park has been adapted and taken on a number of these practical requests. At Birchwood Park the company is currently reviewing these requirements for its Wellbeing Room.

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 members 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>

Branch Committee 2025-2026



Chair

- Name: John Ambrose
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Health and Safety Rep, CTUC & EWC Rep

- Name: Lynn Hibbert
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Health and Safety Rep

- Name: Tom Jones
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Pensions Rep, Treasurer, & EWC Rep

- Name: Ian Tickle
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Equalities Rep

- Name: Glenda O'Sullivan
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Committee Rep (Personal Contract Holders) NPGs

- Name: Marcia Oliver
- Office: Harwell
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Young Workers Rep

- Name: Marcus Tranter
- Office: Milton Park
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Branch Secretary (Vacant)

- Name:
- Office:
- Email:



Branch Organiser (Vacant)

- Name:
- Office:
- Email:



Committee Rep (Vacant)

- Name:
- Office:
- Email:

Rep Spotlight- Marcus Tranter

Trade union word search

What motivated you to step into the role: I was keen to see how I could ultimately help in improving the work-life of Nuvia employees. A good chunk of our adult life's will be spent at work, so why not be proactive in making it as positive an experience as possible.

For my role, as a younger person in a typically older industry, it made me want to be a young workers rep to be someone that those earlier on in their career could see themselves in and feel comfortable coming to with any queries or ideas.

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

To not be intimidated or put off and to go for it. It might seem daunting but being a rep is what you make it - you can assume however much (or little) responsibility as you want. Appropriate training is also provided so you don't have to worry about the world being asked from you without any help!

One thing people might not know about you (work or non-work!): I used to play a lot of racket sports as a kid and was once England's junior national racketball champion. Although I feel confident saying my abilities have fallen off significantly from then!

Has being on the committee helped you develop any skills or knowledge: Whilst still in the early days of being a rep, it has increased my awareness and knowledge of the thoughts and discussions that go on behind the scenes between my passionate fellow reps and the Prospect team to help deliver the best outcomes for us Nuvia employees

Trade Unions Word Search Puzzle

W O P I X H J R U N I O N E C
I Y A A V B K W Z X O R C B J
K C I C N P R G N I Z X J B P
Q A S Y T S E E Y O L P M E Y
U R G X Y I E J K W R O W L T
A C B B N K V T Q P V C H H I
T O P Z B V I I A V Q B U Z L
S M M P O D L N S I T B T K A
T E P M J V V N N T T H X M U
G D O Q F T R A E N S O K A Q
S T R I K E S R Z P O N G Q E
Q U R E P R E S E N T S Y E H
E K K Y T I R A D I L O S C N
I S C U R G N I N I A G R A B
P N C G W N K L X L I K Z O D

Words to Find:

UNION
REPRESENTS
ACTIVISTS
DEMOCRACY
EQUALITY
BARGAINING
EMPLOYEES
NEGOTIATE
SOLIDARITY