



Nuvia Branch

**MINUTES OF THE 114th MEETING OF THE COMBINED NUVIA BRANCH
COUNCIL & CTUC (GMB, Prospect & UNITE)
Held 25th March 2026 – At Milton Park (& TEAMS)**

Name	Section	Role
John Ambrose	Risley	Prospect Chair/Secretary
Lynn Hibbert	Dounreay	Prospect TU/EWC Rep
Marcia Oliver	Harwell Branch	Prospect TU Rep
Glenda O’Sullivan	Risley	Prospect Safety TU Rep Support
Ian Tickle	Risley	Prospect TU/Pensions/EWC Rep
Tom Jones	West Cumbria Branch	Prospect TU Rep
Tom Adams	GMB	GMB TU Rep
Marcia Oliver	Harwell Branch	Prospect TU Rep
Tricia Allward	Prospect	Organising Officer
Robbie Young	Prospect	Negotiating Officer

1 Welcome

JA welcomed all to the meeting.

2 Apologies

Joe Cleal – Unite – Berkeley – TU Rep
Marcus Tranter – Prospect – Harwell - TU Rep
Tricia Allward – Prospect – Organising Officer

3 Acceptance of Minutes

The minutes of the previous Branch Council Meeting were accepted as a true record.

4 Actions from Previous Minutes

An index of Branch Actions is included as Appendix 1.

5 Formal Communications

JA advised that communications continue between the CTUC and the company on a number of subjects, with references made to the Items within the Minutes. JA continues to have regular informal meetings with Richard Fearnside (People & Culture Director).

An index of CTUC Updates to-date is included as Appendix 2.
An index of letters to/from the company to-date is included as Appendix 3.

6 Staff Matters

Membership

JA reported that recruitment continues amongst new starters.

Prospect Young Workers (PYW)

Position remains On Hold.

Union Learning Rep (ULR)

Position remains On Hold.

Ja advised that ITi had his Part 1 Reps Course and is making arrangements for Part 2.

GOS, MO and MT are also in the process of arranging appropriate training courses (Reps 1 and Reps 2).

JA reminded that training courses are open to all Reps. They should seek to utilise them, seeking approval through the Branch Secretary in the first instance.

TU Roles

JA reminded that there are a number of vacancies within the Branch, certainly from a Prospect view, with the assistance of PA and RY, it is hoped to address in the coming months.

RY advised that three long standing members had shown an interest through himself and PA. Both RY and PA are following up.

Further representation for GMB and Unite across the sites are also being sought.

NPC Holders

Ongoing:-

JA reported that a number of issues have been raised by NPC holders. RY is now looking into this and will be seeking support from ITi, MO and Others. JA has supplied RY with a copy of the 'Voluntary Bargaining Agreement' between the company and NPC Holders, and as agreed with Prospect representatives.

- **Action M103:01** – R Young – *To review the 'Voluntary Bargaining Agreement' (Company & NPC Holders) and raise with the company issues identified by NPC Holders (incorporates Ian Tickle Action M103:01).*

RY advised that the NPCs are being set-up as a sub-section within the Nuvia Branch. This will likely impact on future pay discussions and balloting thereof. Further detail will be advised as action progresses.

MO reported that the RPA On- Call situation as being resolved. The major RPA contract is up for retendering in 2027, and it has been confirmed that RPA TU representation will be involved

Recruitment & Turnover

JA revised approximate Prospect numbers for 2025. Numbers remained stable and above the 2024 level.

Further, the recent Prospect 'Heart' recruitment week also proved successful.

A list of Starters/Leavers was issued to Reps for follow-up.

Total staff employees (excluding ASWs) circa 588.

In the year to date, at the time of compilation (as numbers are changing on a daily basis); -
Staff numbers; - Starters v Leavers circa 23 v 20 (net gain of 3)
Agency numbers; - Starters v Leavers circa 9 v 1 (net gain of 8)
Total numbers - Starters v Leavers circa 32 v 21 (net gain of 11)

It was again remarked that in Team Briefs, the company had stated its aim to recruit circa 150 in 2025. Whilst the starters headed in the right direction (and assuming company is referring to both staff and agency), the retention of existing staff resources negatively impacted on that growth target, with a nett increase circa +40

The company, again in recent Team Briefs, is looking to recruit circa 200 in 2026. Resource growth will be somewhat less as this does not take into account leavers within the company. As seen with the overall starters v Leavers to date in 2026.

Further, resource growth will be impacted by the upcoming TUPE transfer of decom operators at Dounreay (circa 28).

However, increasing in resources can only be seen in a positive context, reflecting the optimistic outlook in the company winning work through 2026 and beyond.

All Reps are to follow up on the new starters.

European Works Council

LH and ITi advised that the next EWC Meeting is to be held Late May, with ITi expecting to attend. Further, there is a training week in October 2026.

ITi advised that he had been in dialogue with a EWC member representing another Vinci UK business, who was interested in how Nuvia had been approached to; join the EWC, which sector it represented (e.g. construction) or was it a sub-sector, and when.

ITi was able to give the person some basic information in that circa 2022 the EWC Secretary contacted Nuvia senior management, asking them to approach union side and inquiring if they were interested in joining the EWC, and therefore nominating TU candidates. This was put to the CTUC, LH came forward, and with ITi later.

There was also some enquiry from the person regarding re-election of candidates.

JA asked both LH and ITi to keep a watching and listening brief on this interest being shown.

News Letter

At the last BCM, RY/JA were tasked with pulling together a News Letter. However, due to pay talks, this had been delayed. As this has now been concluded, this is now being taken up again. GOS has also volunteered to support, and has asked Branch to put forward suggestions for inclusion.

- **Action M112:01 – Robbie Young/John Ambrose – To compile the next Newsletter which will include limited information on Disciplinary issues.**

7 Company Matters

Company Performance

JA reported that in latest Team Brief the company reported that 2025 had been its most strongest performance in recent years. Turnover was circa £70m with a margin of circa 3% (though against a Vinci target of 6% - which has not been achieved since joining Vinci).

The company targets for 2026 are a turnover of circa £87m, with a margin of 3.5%

Company performance in 2026 to February is slightly below targets to date, but they are expected fall in line in the coming months.

However, it has been noted from membership that there is a currently a significant number of engineers on NBT at the moment.

Dounreay - Operators

LH has previously reported;-

NRS stated that they intend to bring all operator staff from its suppliers (e.g. Nuvia) in-house from April 2026.

This would involve TUPE transfer of circa 25/30 Nuvia employees. There is on-going dialogue with the company and NRS. Such movement would present a significant loss to Nuvia in terms of employees and revenue at Dounreay. It is expected that further information will become available early January 2026.

We are advised that NRS are not considering any change to the contractual arrangements between HP staff and their relative employers.

LH updated that TUPE was imminent (31st March). Members who are effected have not raised any major issues to their TU reps. There is a point of contention with Non-working Fridays that NRS has in place for its existing work force. This will be taken up by the respective NRS TU reps following the transfer.

Acquisitions

JA understands that there are currently none in the pipeline so far 2026. However, acquisitions do form part of the company's 5-year plan to 2030.

Future Workloads

JA remarked that the company is positive on workloads as we conclude Q1 2026.

At the recent Team Brief it formally announced that Nuvia it is a major partner with Kiers in a consortium that has been awarded a contract to support the construction of a prototype fusion powerplant reactor that follows on from JET which is to now being decommissioned. This project is known as STEP (Spherical Tokamak for Energy Production). Significant mobilisation will not be until towards the end of 2026 into 2027, with a first phase completion in 2029, with a F/C circa £80/100m. Commissioning is not expected until 2040. Branch wished all well who will be there for this event.

It was also reported that the HP surveyors tender is nearing completion and will be submitted within the coming weeks. The company remains optimistic on winning this significant contract.

Equality, Diversity & Inclusivity (ED&I)

JA reported that there are scheduled meetings through the year with the workgroup. A number of monthly calendar campaigns are being run through the group. JA also advised that the group is seeking new members and those interested should visit the ED&I webpage.

GOS advised that 'Gender Balance Week' is approaching. RY stated tht he will obtain information on Gender Pay and issue to the Branch for circulation.

- **Action M114:01 – Robbie Young** – To issue latest Prospect information on Gender Pay to the Branch.

Engagement Survey

JA reported that the latest Engagement survey is due in April. As a reminder, following that in 2025, the company remains in the 'One to Watch' (OTW) category, though with a slightly improved scoring on 2024.

The CTUC has a number of members acting as 'Engagement Champions'; -

- Lynn Hibbert (Dounreay)
- Ian Tickle (Risley)

The Branch understands that it will be mainly issued to office-based staff, and those site-based staff with access to the company intranet. The Branch raised its disappointment once again at this, with site staff likely representing nearly half of the company. Therefore it is not truly a representative view of the workforce as a whole

The company states that it has tried several different approaches to engaged site-based staff but have not been successful enough.

8 Terms & Conditions

General

JA reported that the BC remains in dialogue with HR on several HR procedures as it goes through the process of update.

HP Surveyors Working Group

From last BCM;-

AE reminded that when the company commenced the large-scale recruitment of HP surveyors from a number of companies, one of the main issues raised with senior management was the myriad of T&Cs now covering the groups.

A meeting was held with Richard Fearnside, Greg Antill, and the CTUC in June 2023. The meeting was wide ranging, but in relation to HP surveyors; -

- *Recruitment*
- *Integration*
- *Package Managers*
- *Job Descriptions*
- *T&Cs*
- *Etc.*

At the meeting, it was put forward the setting up of a HP Working Group which would include representatives from the CTUC, to look at the issues raised, but mainly around the various T&Cs. It was acknowledged that reaching satisfactory conclusions would take some time, with a time scale of 3 years mentioned. To date, over 15 months or so, there has been no real movement in arranging a Working Group. The issue of varying T&Cs continues to cause some irritation between groups.

JA informed the BCM that there has now been a kick-off meeting, held 11/02/26, attended from company-side by Greg Antill (HP Director) and Rachel Meaby (HR HP Partner), and from union-side by TA, JC and JA.

There was little progress as expected at this stage. Points raised were mainly around;-

Harmonisation where possible

Cost implications

Impact of TUPE regulation on contract changes

Regarding TUPE, the opening suggestion was that with TUPE T&Cs cannot be changed/improved due to criteria cited as 'Economic, Technical or Organisational'.

The union-side disagreed, and asked for clarification.

The company has been requested to supply a matrix of T&Cs versus the different HPS groups within Nuvia.

From the union-side, the company has asked for a 'problem statement' outlining issues viewed by members regarding the differing T&Cs. TA and JC are working on this.

- **Action M114:02 – Tom Adams/J Cleal** – To seek from members the issues regarding T&Cs and compile into a 'Problem Statement' for issue to the company.

The next meeting is to be scheduled for late April due to work and leave commitments of attendees. Union-side is looking to extend attendance at future meetings, particularly with members more familiar with the many issues surrounding T&Cs.

HP Carry Over hours

An issue prior to the meeting was raised regarding HP surveyors and their carry-over of hours from 2025 into 2026, and there reconciliation.

The issue is that it is nearly 3 months in the year and this reconciliation is still awaited. It was pointed out that Leave carry over by some had been requested back in November 2025, and confirmation was only recently received.

This appears a common problem. JA will contact HR to find out with the issues are.

- **Action M114:03 – J Ambrose** – To ask HR to provide information on the delay in reconciling Carryover hours.

HP - Boot Camps

Nothing to report.

9 Pay and Allowances

Pay

JA reported that the differential pay award for 2026 had been accepted by ballot, with a 72% majority in favour. This followed union advice on acceptance as "the best that could be achieved through negotiation".

Feedback from a number of members who voted on acceptance, were not happy with the company approach and the failure to budge on differential awards. There was some frank discussions around this.

RY advised that there is a commitment from the company to hold regular meetings in 2026, outside and beyond the current pay negotiations, with the CTUC to investigate and consider alternative methods to move people to the targeted market rate.

Allowances

General

A number of allowances were increased by varying percentages, these were identified in CTUC Update 148.

Bonus

The CTUC was advised that there was to be no companywide bonus payment for 2025 paid in 2026, despite the much improved company performance in 2025 over recent years, and generating a margin in excess of £2m.

However, the CTUC was not informed that performance related bonuses were to be paid to those employees who are eligible to participate through their T&Cs (e.g. personal contract holders – NPCs). This was actually brought to the CTUCs attention by our NPC colleagues, many surprised at this outcome.

Those employees who sit outside these groups, and have also contributed in the delivery on such an improved performance, will be disappointed that they will not receive recognition of that in terms of a bonus, unlike those few, but a significant number, who will be receiving perhaps up to 10% of their salary for FY2025.

Certainly, many members have already conveyed their quite forthright and explicit views to their TU Reps.

The company has stated that they would like to review with the CTUC, the general bonus scheme rules currently in place.

From the feedback the majority believe that any payments should be applied, in cash terms, evenly across eligible employees.

- **Action M114:04 – J Ambrose/Robbie Young** – To report back on discussions relating to any new proposal relating to a bonus scheme.

10 Pension Matters

General

DB Scheme

ITi confirmed that the Nuvia Pensions Scheme (NPS) is now closed and has been transferred into the Vinci Pension Scheme (VGPS).

Members of the DB scheme will have received letters confirming this move. This is regarded as a positive move, adding greater security to the scheme and reduced costs. It will be managed by a professional trustee body. There will be a single Nuvia Member Nominated Trustee who will act as an observer. This role will come to an end after 2 years.

DC Scheme

Nothing to report.

11 Safety, Health & Environment

BeeSafe

Wellbeing Clinics; -

JA re-affirmed that a 'hold' has been put on discussions relating to the workshops. Though a major disappointment, it will be kept on the agenda as a reminder. It is understood that Assurance is keen to hold these clinics at a convenient time in the future and when funding will allow.

Compensation Scheme for Radiation Linked Diseases (CSRLD)

This is a compensation scheme initiated back in the 1980s' by the major nuclear employers and trade unions, for current and ex-employees who may have, or had, a radiation linked disease.

- **Action M112:03 – John Ambrose** – To raise a CTUC Update in relation to the Compensation Scheme for Radiation Linked Diseases (CSRLD).
Complete – CTUC Update 150

Lap-tops – Off-Site Access

Previously;-

JC raised the issue of the difficulties on site of maintaining communication with line management/the company. Certainly there is difficulty obtaining latest comms, SHE notices, etc. Also, raising UNORS in a timely fashion, if at all, can be extremely difficult.

JC suggested that it would be very beneficial if the company could provide laptops to remote sites, in a suitable place, where Nuvia employees gather/based on-site to able them to access in real-time company comms and the UNOR system. This would be brought up at the JCSHE.

JC had stated that he was not aware of significant developments to date. JA said he would bring up at the next JCSHE.

- **Action M112:04 – John Ambrose** – To raise at the next JCSHE the issue regarding provision of laptops at 'remote' sites.
Complete – Raised 25th September 2025. Now under investigation by SHE Team.

Campaigns; -

JA reported that PO was looking towards the following, and supported by GOS; -

- Cardiovascular health issues.
- Dental – in relation to monitoring for mouth cancers.
- Home Fire plans.

TU Safety Reps; -

JA confirmed that Steve Kegg (Unite) has come forward as a TU Safety Rep based at Sellafield. SK will be joining the next JCSHE.

Joint Committee for Safety, Health & the Environment (JCSHE)

Significant items to be raised; -

- Dental – in relation to monitoring for mouth cancers.
- Lap-tops – Off-site Access – remains ongoing
- Home Fire plans.
- Blood – 'Donate Breaks'

12 Annual Delegate Conference

Following a Prospect TU Reps Branch Meeting the group looked at the future of ADC and AGMs. Branch rules require an ADC to vote to switch to an AGM system. The Branch are looking and, and will confirm;-

- Holding an ADC in May is proposed.
- AGM could then be held in June/July.
- AGMs will enable wider member participation and support pay negotiations.
- **Action M114:05 – Robbie Young** – To review the proposed branch rules and consult with the relevant Prospect committee on the validity of the Branches proposals regarding an ADC/AGM.

13 Any Other Business

items raised were covered under the relevant sections within the minutes.

Branch Finance

Budget for 2026 approved.

14 Dates of Next Meetings

The next scheduled BC Meetings to be held, on Wednesdays, at Milton Park (& Teams) are as below. The JCSHE Meetings to be held the following day (on the Thursdays);-

- 24th June 2026
- 23rd September 2026
- 25th November 2026

John Ambrose

Chair

7th April 2026

APPENDIX 1 – SUMMARY OF ACTIONS

Branch Council Actions

Latest Close-out

- **Action M112:03** – John Ambrose – To raise a CTUC Update in relation to the Compensation Scheme for Radiation Linked Diseases (CSRDL).
Complete – CTUC Update 150
- **Action M113:02** – **John Ambrose** – JA to contact Rachel Meaby early January 2026 to seek progress on the HPS Working Group.
Complete – Kick-off meeting held 11/02/26
- **Action M113:03** – **John Ambrose** – JA to issue a CTUC Update publishing the final pay and allowance offer to Members.
- **Complete** – CTUC Update 148

Outstanding/New

- **Action M112:01** – Robbie Young/John Ambrose – To compile the next Newsletter which will include limited information on Disciplinary issues.
Ongoing
- **Action M113:01** – R Young – To review the 'Voluntary Bargaining Agreement' (Company & NPC Holders) and raise with the company issues identified by NPC Holders (incorporates Ian Tickle Action M103:01).
Ongoing
- **Action M114:01** – **Robbie Young** – To issue latest Prospect information on Gender Pay to the Branch.
- **Action M114:02** – **Tom Adams/J Cleal** – To seek from members the issues regarding T&Cs and compile into a 'Problem Statement' for issue to the company.
- **Action M114:03** – **J Ambrose** – To ask HR to provide information on the delay in reconciling Carryover hours.
- **Action M114:04** – **J Ambrose/Robbie Young** – To report back on discussions relating to any new proposal relating to a bonus scheme.
- **Action M114:05** – **Robbie Young** – To review the proposed branch rules and consult with the relevant Prospect committee on the validity of the Branches proposals regarding an ADC/AGM.

APPENDIX 2
CTUC Index
(From 2019)

CTUC No	Topic	Date Sent
101	Pay 2019 - 1	11/11/2018
102	Engineering Redundancies	10/01/2019
103	Leave Carry-over	25/01/2019
104	Pay 2019 - Offer	28/01/2019
105	Pay 2019 – Offer - Acceptance	14/02/2019
106	ADC 2019 – Motions Summary	22/05/2019
107	Appointment of Prospect Pensions Representative	23/09/2019
108	Engagement Survey	14/10/2019
109	Pay 2020 – Offer Award	22/11/2019
110	Coronavirus (COVID-19)	18/03/2020
111	COVID-19 - Furlough of Staff	09/04/2020
112	COVID-19 - FAQs	07/05/2020
113	Furloughing Compensation Arrangements	30/06/2020
114	CEO Announcement - Redundancy	07/07/2020
115	Members Survey On Consultation	10/07/2020
116	Redundancy Update	02/08/2020
117	Redundancy Update - 1	17/08/2020
118	Not Used	-
119	Pay Award - 2021	01/12/2020
120	2020 Briefing Update	01/01/2021
121	Pensions Ballot	08/01/2021
122	Pension Scheme - Final Offer	29/01/2021
123	Pension Scheme - Summary	04/04/2021
124	General Briefing	20/08/2021
125	Pay 2022 - Submission	29/11/2021
126	Pay 2022 - Acceptance	13/12/2021
127	Pay 2023 - Submission	10/10/2022
128	Pay 2023 - Offer	29/11/2023
129	Pay 2023 - Ballot Result	13/12/2022
130	Compensation Scheme for Radiation Linked Disease (CSRLD)	10/02/2023
131	VINCI - European Works Council	25/05/2023
132	Pay & Grading	19/05/2023
133	VINCI - EWC - Update	05/06/2023
134	Pay and PRP	01/11/2023
135	Pay and PRP-1	30/11/2023
136	Pay and PRP-2	08/01/2023
137	Pay and PRP-3 – Ballot Results	26/01/2024
138	Member Recruitment	05/08/2024
139	Pay 2025	30/10/2024
140	Pay 2025 – Final Offer	10/12/2024
141	Retirement	08/01/2025
142	Pay 2025-Ballot Result	24/01/2025
143	Pay Survey	01/08/2025
144	Pay Survey - Results	15/10/2025
145	Pay 2025	16/10/2025
146	Pay 2025-1	21/11/2025
147	Pay 2025 - Company Final Offer	02/11/1025

NBC 02/26
7th April 2026

148	Pay 2025 - Ballot Result	22/12/1025
149	No Companywide Bonus Payment for FY 2025	03/03/2026
150	The Compensation Scheme for Radiation Linked Diseases (CSRLD)	12/03/2026