



# Central Trade Union Committee Update

For all TU members employed by Nuvia

Number 148

22<sup>nd</sup> December 2025

## Pay 2026 – Standard Contract and Nuvia Personal Contact (NPC) Holders Ballot Result

### Ballot Result – Acceptance of Negotiated Offer

The CTUC has held a ballot of its union members (GMB, Prospect & Unite) within Nuvia Limited on the acceptability of the 2026 pay offer (as detailed in CTUC Update 147) negotiated between the Company & the CTUC. The closing date was 19<sup>th</sup> December 2026 – Noon.

Thank you to all those who responded. Following the CTUC's recommendation of the offer as the best that could be achieved through negotiation;-

The result of the ballot is that 72% of union members, who responded, **voted in favour of acceptance.**

#### NPC Employees

For the NPC group, despite representation, the company is reserving the right to vary individual pay awards for this group in line with an assessment of their individual performance.

#### NAECI Employees

In terms of annual percentage pay increases, NAECI employees are covered by a national agreement and sit outside these CTUC negotiations and therefore excluded from the salary percentage increases.

The pay settlement can be summarized as; -

Below	Lower	Middle	Upper	Above	Overall Increase
6.0%	4.5%	4.0%	3.5%	3.3%	4.2%

- Underpinning increase of £1,400.
- Pro rata for part time workers.
- Pay award does not apply to those employed on or after 1<sup>st</sup> October 2025.
- Implementation Date – 1<sup>st</sup> January 2026.

#### Eligible Employees receiving 4% and above;-

	%age
Original Offer - 14-11-25	34%
Final Offer - 01-12-25	68%

Based on the latest inflation indices, 12 months to November, CPI is 3.2% (with an expected further reduction in December), all eligible employees will receive an above CPI increase.

- **Private Accommodation Allowance** - Increase from **£20 per night to up to £50 per night**. At least in the immediacy, claims will have to go through expenses and will require VAT receipts. Nuvia will liaise with HMRC with a view to seek dispensation on this value and matter to hopefully avoid the requirement for claims to be processed via expenses with accompanying VAT receipts.
- **Food & Incidental Costs** - Increase in the daily subsistence rate from **£30 to £35** (VAT receipted).
- **Environmental Allowances** - Increase existing allowance levels by 5% as below:

Category	Current	Revised
A	£2.4207 per hour	£2.55 per hour
B	£1.5771 per hour	£1.66 per hour
C	£0.6220 per hour	£0.66 per hour
D	£0.1873 per hour	£0.20 per hour

- **On-Call Allowances**

Category	Current	Revised	Increase
Per night On-call	£14.38	£16.00	11%
Per Saturday/Sunday On- call	£40.86	£45.00	10%
Per week On- call	£153.62	£170.00	11%
Per Bank Holiday On-call	£51.61	£65.00	26%

The CTUC will look towards working with the company in 2026 to consider the most appropriate methods of continuing the closure of pay differentials.

Regards,  
John Ambrose  
CTUC Chair  
[john.ambrose@nuvia.com](mailto:john.ambrose@nuvia.com)

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.**