



Nuvia Branch

**MINUTES OF THE 112th MEETING OF THE COMBINED NUVIA BRANCH
COUNCIL & CTUC (GMB, Prospect & UNITE)
Held 24th September 2025 – At Milton Park (& TEAMS)**

Name	Section	Role
John Ambrose	Risley	Prospect Chair/Secretary
Lynn Hibbert	Dounreay	Prospect TU Rep /EWC Rep
Glenda O’Sullivan	Risley	Prospect Safety TU Rep Support
Tom Jones	West Cumbria	Prospect TU Rep
Tom Adams	GMB	GMB TU Rep
Joe Cleal	UNITE	Berkeley TU Rep
Tricia Allward	Prospect	Organising Officer
Robbie Young	Prospect	Negotiating Officer

1 Welcome

JA welcomed all to the meeting.

Further, he introduced Tricia Allward (Prospect Organising Officer) who was joining the meeting to observe the processes, and look towards assisting the Prospect Branch in its future development and reorganisation. Additionally, there remain a number of vacancies within the Branch, and with the assistance of PA and RY, it is hoped to address in the coming months.

2 Apologies

Ian Tickle – Prospect – Risley – Treasurer/TU Rep
Tom Adams – GMB – Harwell - TU Rep

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 has recently completed his Part 1 Reps Course and is making arrangements for Part 2, and for Negotiating Skills.

GOS is also in the process of arranging appropriate training courses.

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

NPC Holders

Allowances

Action remains ongoing; -

ITi raised the issue of the inconsistency in how NPC benefits appear to be applied across individuals in this group. In particular, ITi highlighted the issue of car allowances as laid out in the company instruction 'Allocation of Company Vehicles'.

As ITi is closer and has better understanding of this issue, JA asked ITi to pull together the information, and for him to take-up with the company. Keeping JA in the loop.

Action M103:01 – I Tickle – To identify the perceived shortcomings and application of NPC benefits, particularly in relation to company instruction 'Allocation of company Vehicles'.

Recruitment & Turnover

JA quoted approximate Prospect numbers for Q3 of 2025. Numbers remain stable and above 2024 level.

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

Total staff employees (excluding ASWs) circa 593.

In the year to date; -

Staff numbers; - Starters v Leavers circa 74 v 46 (net gain of 28)

Agency numbers; - Starters v Leavers circa 39 v 21 (net gain of 18)

Total numbers - Starters v Leavers circa 113 v 67 (net gain of 46)

It was again remarked that in Team Briefs, the company has stated its aim to recruit circa 120/150 in 2025. Whilst the starters seemed to be heading in the right direction (and assuming company is referring to both staff and agency), the retention of existing resources appears to be negatively impacting on that growth target.

Largest area of growth remains with HP Surveyors, particularly with new trainees. However, there remains a noticeable turnover amongst the Surveyors (and trainees) in the quarter, particularly those recruited in from a number of companies. Staff Starters v Leavers circa 10 v 10 (nett 0).

All Reps are to follow up on the new starters.

European Works Council

The next EWC Meeting is scheduled for 6th October. Unfortunately, due to personal/work commitments, both LH and ITi are unable to attend. However, they will look to obtain and circulate minutes accordingly.

The next scheduled plenary meeting is in May 2026.

7 Company Matters

Company Performance

JA reported that in latest Team Brief, the Company has advised that its budgetary forecasts for 2025 can be summarised as a turnover of circa £75m, and to generate a 2% margin. This compares with 2024 close-out of circa £67m, with circa £880k margin.

Again, Team briefs suggest that 'To-date' performance is slightly better than forecast.

As a reminder, the Company has concluded its 5 year plan to take the business through to 2030. This will also feature acquisitions and organic growth, taking the workforce from circa 550 to 1,500 employees by 2030.

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 28/30 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 be available at the next BCM.

There is no formal discussions between the company and the CTUC at the moment until the position can be clarified. Normally, formal consultation would take place with 6 months of any proposed TUPE transfer.

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

LH advised that there has been no significant developments or movement to date.

Acquisitions

JA understands that there are currently none in the pipeline.

Future Workloads

JA remarked that the company is positive on workloads as we approach the close of 2025 with the forecast turnover higher than 2024, so continuing growth expected across the businesses. However, it is noted that it is expecting new work to be won and arrive in 4th Quarters to achieve its target.

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.

Engagement Survey

JA reported that following this year's Engagement Survey, the shorter version, the Pulse Survey, is expected in November. The company remains in the 'One to Watch' (OTW) category, though with a slightly improved scoring on last year.

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

- Alison Eve (West Cumbria)
- Lynn Hibbert (Dounreay)
- Ian Tickle (Risley)

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.

Disciplinary

It was noted that there have been a number of disciplinaries this year. Some minor, others leading to instant dismissal. There was some discussions around the more serious cases, the basis and outcome causing some concern. Information cannot be shared due to privacy of individuals,

However, the Branch agreed brief details should form part of the next Newsletter which will raise a number of concerning issues.

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

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 reminded that he had spoken to both Greg Antill (HP Director) and Rachel Meaby (HR HP Partner) prior to the last meeting in June. Since then, he has reminded both RM and RF over the delay. RM advises late October/November, watch this space.

HP - Boot Camps

Nothing to report.

9 Pay and Allowances

Pay

There was a lengthy discussion by those in attendance on the Pay Survey and the up and coming pay claim submission for 2026, which will likely be early/mid-October.

Summarised as below.

Following the recent Pay Survey held amongst members, whilst the results were not a mandate, the overwhelming majority indicated the preference of an 'across the board increase', and not 'differential increases' based on Pay Bands, which previously resulted in a fair number receiving a below inflation pay increase. Many members felt aggrieved with the company with the enforced implementation of 'differential increases', and feedback suggests this view is unlikely to change if this approach is again pursued.

Many long serving members in this position believe that having excelled in the past (and continue to do); taking on extra responsibilities, duties, etc, and so recognised and rewarded by the company, that they are now being penalised by the company. Similarly, those who were offered higher starting salaries to bring them into the company feel likewise.

Whilst the Pay Survey also supported those below Pay Bands, the response was that this should be funded and addressed separately from annual pay negotiations. However, the CTUC do believe that a high underpinning will go some way to address those employees being paid below the lower Pay Band thresholds through no fault of their own.

The discussions continued around the following statistics;-

- The latest published ONS CPIH figure of 4.1% to August 2025
- The HM Treasury's average of forecasts at August for CPIH to year-end of 3.9%
- Average weekly earnings over the last quarter rising by 4.8%
- Median pay settlements over the last quarter are at 3%

Taking into consideration the metrics quoted, the company outlook, and with the need to retain and maintain a motivated workforce, the CTUC is seeking an increase above CPIH (anything less or equal to representing a pay cut or freeze as far as members are concerned), and which also takes into account the average 'below inflation' increases received by members as a result of recent settlements.

The exact figure and details will be formally agreed with the Branch in the coming weeks.

- **Action M112:02 – John Ambrose** – On agreement by the CTUC, JA to formally submit the 2026 pay claim to the Company.

Allowances

General

Reporting on action relating to an issue raised by JC;-

Action M110:03 – J Ambrose - To contact the company regarding the issue of reviewing a number of allowances including travel and ICA.

Complete – JA spoke to HR. Whilst latest NAECI rates (2025/26) are being applied, the HR Instructions remain out of date. The Environmental Allowances were last increased in 2021 equivalent to the average NAECI rate. However, they are not tied in automatically to NAECI revisions. The CTUC will be seeking increases in the next pay round.

Bonus

There was no general bonus award in 2025.

Following on from last BCM;-

The company has indicated that it wishes to consult on a new Bonus structure that would apply once the company starts making significant profit. No time-frame has been suggested as yet.

Initial thoughts from the Branch are that for standard contract holders, any new structure should not prove divisive, and would expect all employees (excluding NPCs) to receive significantly the same, and be based on a cash equivalent, not a percentage of salary.

No contact/information to date.

10 Pension Matters

General

DB Scheme

ITi was not in attendance but did provide a statement that there was nothing specific that could be reported. However, the DB scheme currently remains 84% funded, which is much better than it was pre-covid years. This is not a concern.

Going forward the Nuvia pension Trustee will be reduced to three - Gile Paynes (Professional), Mark Deary (Company) and Ian Tickle (Member Nominated).

The following contributions have been agreed by the Trustee and the Company:

- £2.00m p.a. from 5 April 2024 until 31 December 2024 (as per the Schedule of contributions dated 29 March 2022)
- £0.50m p.a. from 1 January 2025 until 31 December 2025
- £1.00m p.a. from 1 January 2026 until 31 December 2026
- £1.50m p.a. from 1 January 2027 until 31 December 2027
- £2.50m p.a. from 1 January 2028 until 31 December 2028
- £4.50m p.a. from 1 January 2029 until 31 December 2029
- £6.35m p.a. from 1 January 2030 until 31 December 2032

Note that for 2025, the figure was originally circa £4.8m

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)

Penny Oliver, prior to and during, her retirement had been working on an updated version.

In short, 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.

This document provides in brief;-

- Information on its history
- Qualification for the scheme
- Points of contact
- Etc.

The scheme is free of charge – and only applies to current and ex- employees who are/had been **members of a recognised Trade Union by the scheme(s).**

A version will be issued through a CTUC Update.

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

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 stated that he was not aware of significant developments. 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.

Drinking

JA reported that PO had prepared a leaflet on drinking which highlighted a link to liver disease. This has been updated for issue around Christmas.

Menopause

An updated menopause leaflet for those persons going through the menopause and a separate leaflet for those who were family/friends/work colleagues had been prepared and passed to the three menopause champions. Some comments were passed on peer review. PO was unable to make these changes prior to her retirement. This is still to be issued through SHE.

Campaigns; -

JA reported that PO was looking towards the following, though retired PO said she would complete and pass to the Branch accordingly; -

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

TU Safety Reps; -

JA advised that he was considering approaching Unite members based at Sellafield for them to possibly supply a candidate to act as a TU Safety Rep.

- **Action M112:05 – John Ambrose** – To approach Unite members at Sellafield regarding the position of a TU Safety Rep role.

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

Significant items to be raised; -

- Drink Awareness
- Dental – in relation to monitoring for mouth cancers.
- Mental Health
- Lap-tops – Off-site Access
- Home Fire plans.
- Christmas – Sustainability

12 Annual Delegate Conference

There are no plans at present to organise an ADC. JA stated that currently, a full-blown ADC like those previously held could not be justified financially. Discussions between JA and RY are ongoing regarding an alternative..

13 Any Other Business

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

Branch Finance

Nothing new to report..

14 Date of Next Meetings

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

- 26th November 2025

John Ambrose

Chair

1st October 2025

APPENDIX 1 – SUMMARY OF ACTIONS

Branch Council Actions

Latest Close-out

- **Action M102:01 – J Ambrose** – To contact Winfrith members, seeking a volunteer to act as the local TU Rep.
Complete – JA advised that this role is taken on by the MP Branch as no volunteer came forward.
- **Action M111:01 – Tom Adams** - To follow-up with GMB on providing a Negotiations Officer to become more involved with the CTUC in its activities, and in the short-term – Pay.
Complete – TA has been informed off an appointed Officer, and it is hoped he can be in attendance in November 2025 BCM.
- **Action M111:02 – John Ambrose** – In conjunction with Robbie Young, finalise a Pay Survey and issue to CTUC members.
Complete – Survey was issued and compiled from members. A copy was issued to the company, and is to be formally issued to members.

Outstanding/New

- **Action M103:01 – I Tickle** – To identify the perceived shortcomings and application of NPC benefits, particularly in relation to company instruction 'Allocation of company Vehicles'.
Ongoing.
- **Action M112:01** – Robbie Young/John Ambrose – To compile the next Newsletter which will include limited information on Disciplinary issues.
- **Action M112:02 – John Ambrose** – On agreement by the CTUC, JA to formally submit the 2026 pay claim to the Company.
- **Action M112:03** – John Ambrose – To raise a CTUC Update in relation to the Compensation Scheme for Radiation Linked Diseases (CSRLD).
- **Action M112:04 – John Ambrose** – To raise at the next JCSHE the issue regarding provision of laptops at 'remote' sites.
- **Action M112:05 – John Ambrose** – To approach Unite members at Sellafield regarding the position of a TU Safety Rep role.

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