



Central Trade Union Committee Update

For all TU members employed by Nuvia

Number 144

15th October 2025

Pay Survey - Results

Firstly, thank you to all who took time out to complete the Pay Survey. The responses have now been compiled by Robbie Young (Prospect) into a number of graphs/pie charts. Please refer to the attachment.

Further, there were quite a lot of comments, but with similar themes, so only a selection have been included.

Whilst we believe that each chart is self-explanatory, perhaps the main observations that we are taking forward as part of our pay negotiations this year are that the majority of members wish the CTUC;-

- To pursue an 'across the board' pay settlement rather a 'differential' settlement.
- To Continue to pursue an underpinning which benefits the lower paid.

And that;-

- The company should have a discretionary budget separate from any pay settlement that funds those in or below the lower Pay Bands and 75% quartiles.
- Pay settlements should be on top of any incremental/performance related pay increases.

Once again, thank you for those who took part.

Regards,
John Ambrose
CTUC Chair
john.ambrose@nuvia.com



CTUC Pay Survey Feedback

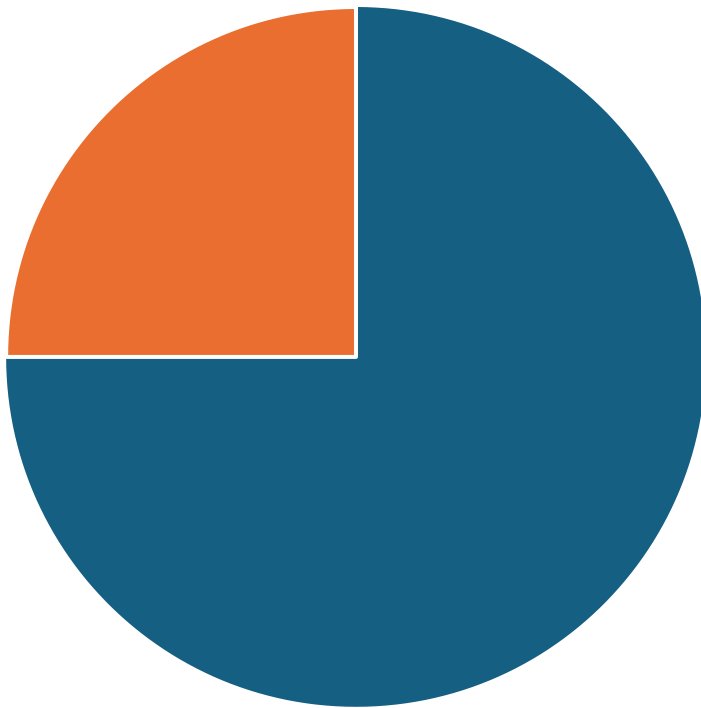
2025

Nuvia Pay Survey 2025

- The CTUC surveyed members to ask for their feedback on the current market rate system being used by Nuvia. This was after enquiries from members about the clarity of the grading system.
- The CTUC also surveyed members to gauge their aspirations for pay in 2026.
- The following data has been put together to present the feedback from all 3 recognised TU's that form the CTUC.

Q1 -Do you prefer the CTUC to pursue an across-the-board increase for all members?

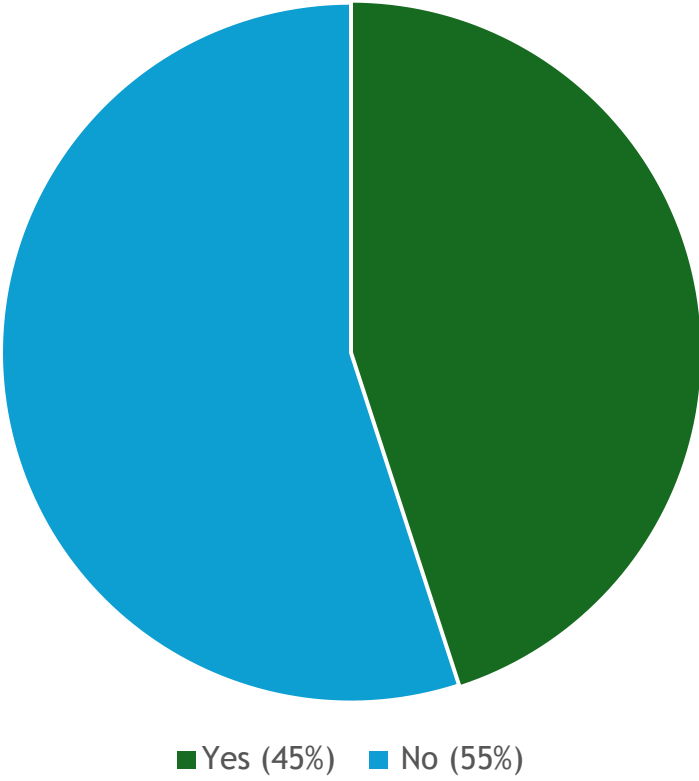
CTUC



■ Yes (75%) ■ No (25%)

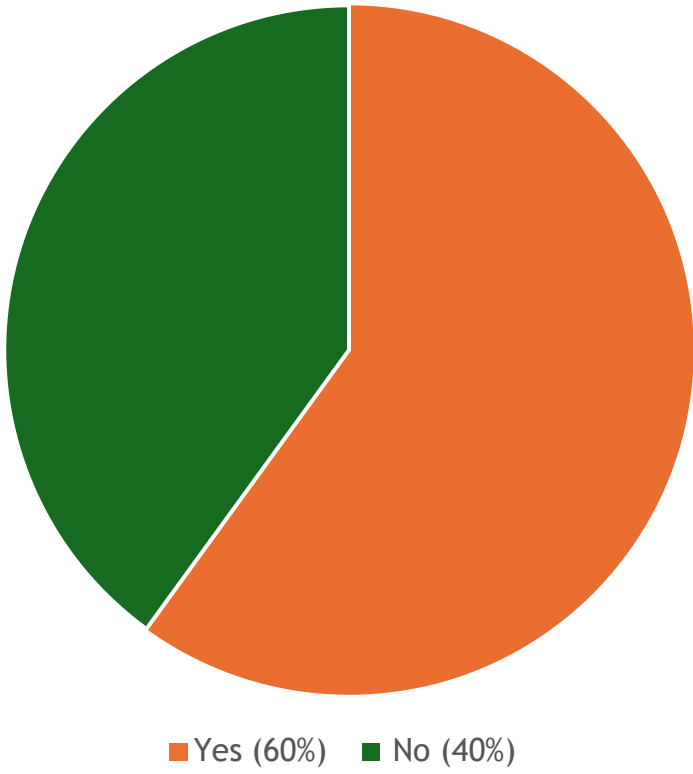
Q2 -To pursue differential increases that may benefit members below and in the Lower Pay Band, or below the Middle Band 75% quartile?

CTUC



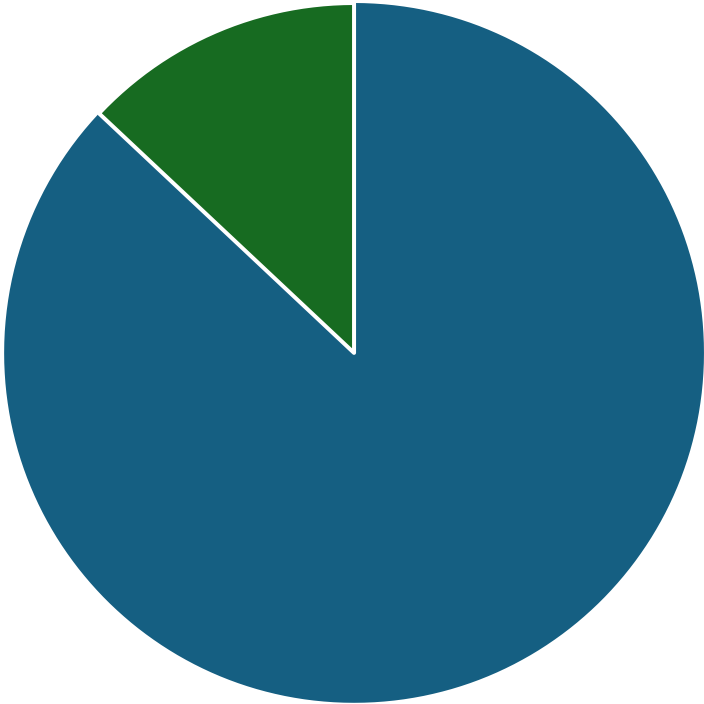
Q3- Should the company have a discretionary budget separate from any pay settlement that funds those in or below the lower pay band or below the 75% quartile?

CTUC



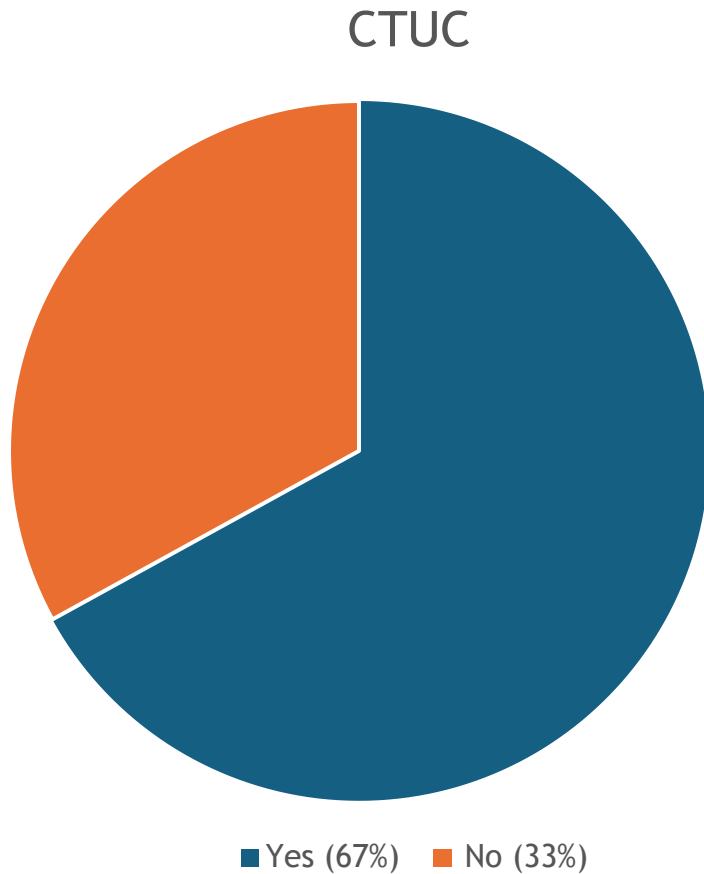
Q4- As the CTUC has done since 2007, do you agree that we continue to seek an underpinning which benefits those lower in the pay scales? Underpinning supports those lower paid, those below and in the lower pay bands

CTUC



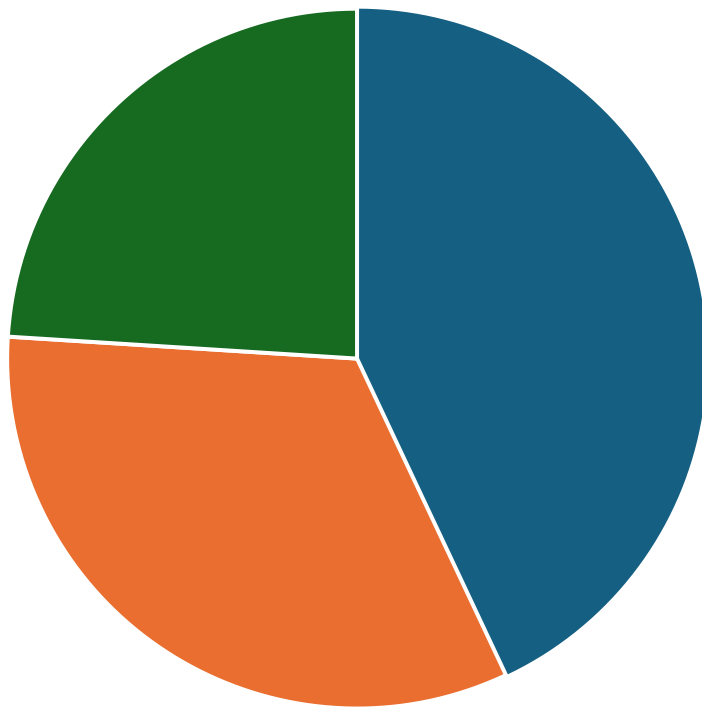
■ Yes (87%) ■ No (13%)

Q5 -Would you want the unions to pursue a pay rise in line with an index? eg: RPI, CPIH, CPI. If yes, please state which.



Q5b) Which index is preferred

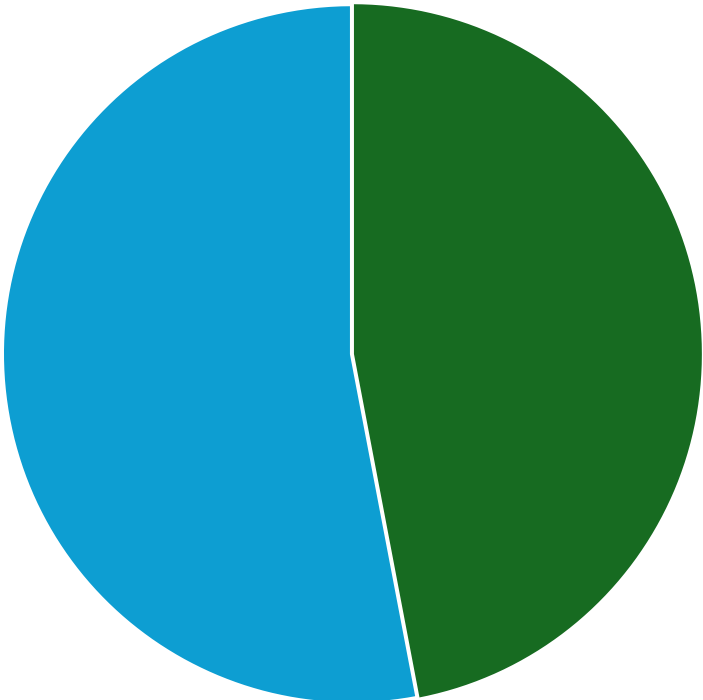
CTUC



■ RPI (43%) ■ CPIH (33%) ■ CPI (24%)

Q6 - Would you be open to a multi-year pay deal?

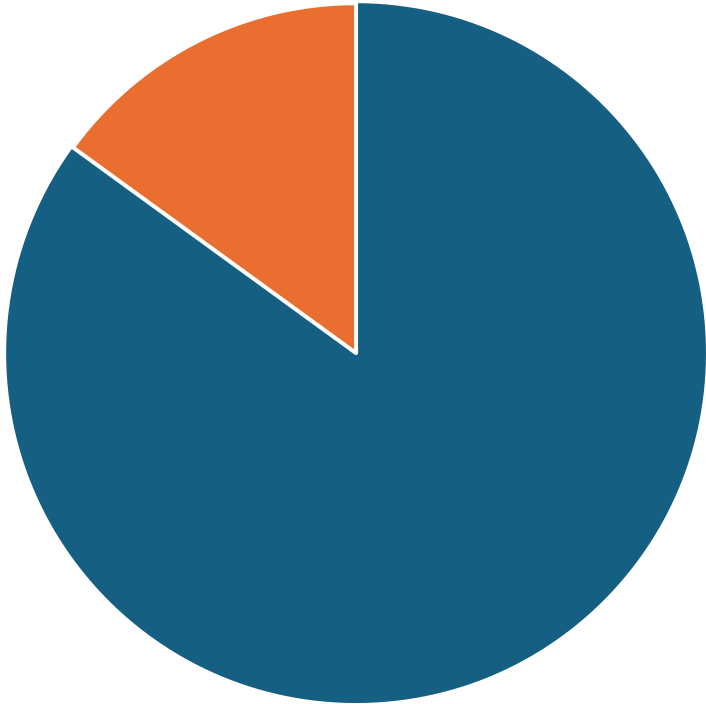
CTUC



■ Yes (47%) ■ No (53%)

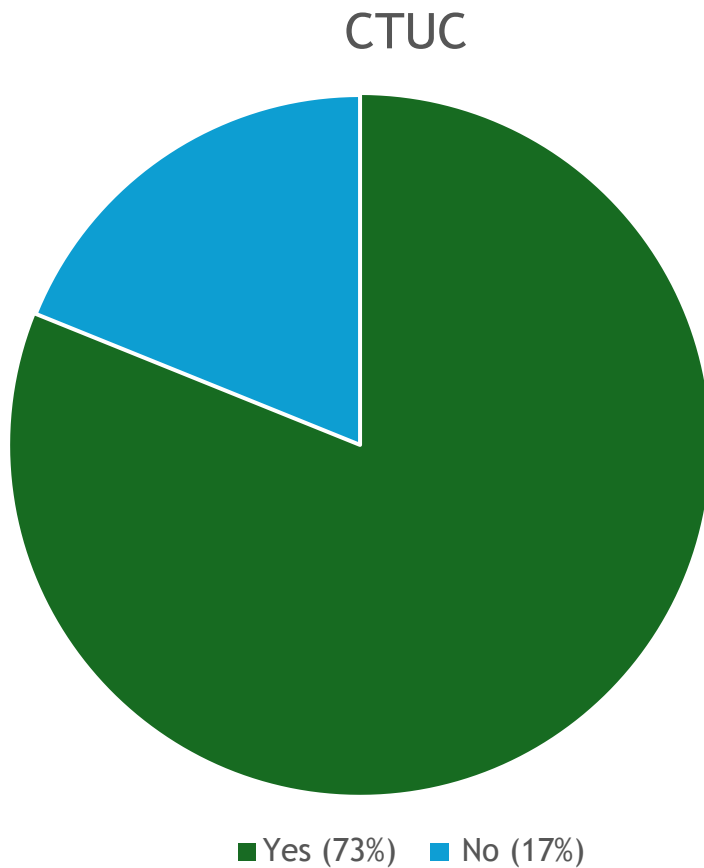
Q7 -Do you expect a pay settlement to be on top of any incremental pay increase or performance-related increase you may receive?

CTUC



■ Yes (85%) ■ No (15%)

Q8- Do you know where your role fits into the Pay s Grading Table? (Do you know where your role fits into the Pay s Grading)



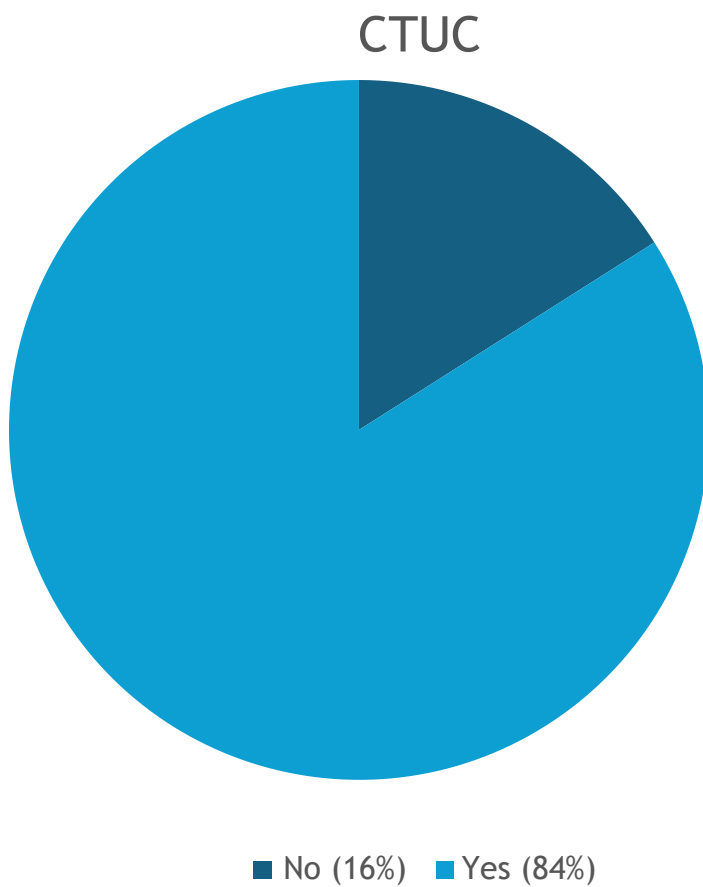
Q6- Do you know who to contact to discuss your role in the Pay s Grading Table?

CTUC



■ No (51%) ■ Yes (49%)

Q10- Would it assist you in a better understanding of the Pay s Grading Tables if it also published a 'Market Rate/Target Pay' for a suitably qualified and/or experienced/competent person performing your role?

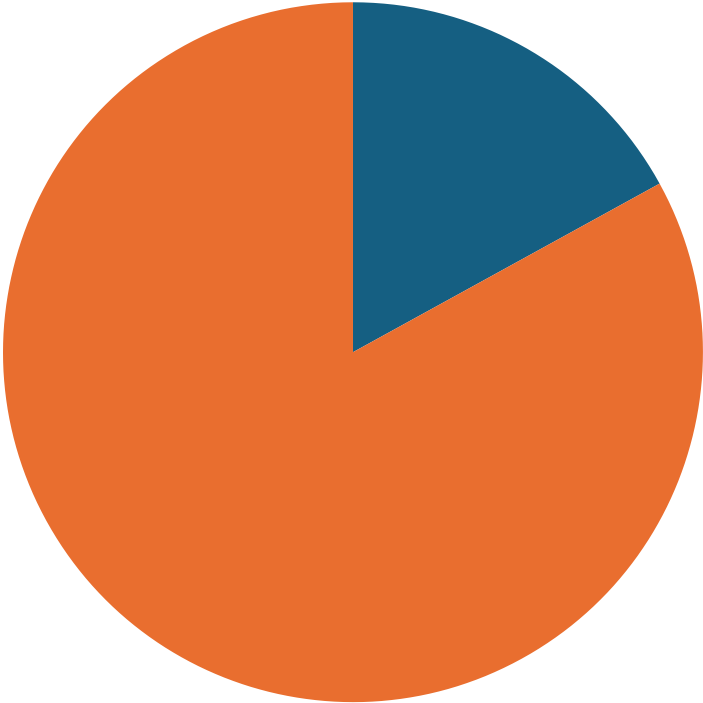


Please provide any feedback or thoughts about pay transparency and how Market Rates are being applied

- Nuvia pay falling behind rest of nuclear sector.
- All pay should be equal in Nuvia for fully SQEP monitors.
- Market rates are not published to us and we have no way of confirming them, we must ask competitors ourselves.
- It is not clear what is the market rate or salary for a suitably qualified or experienced person in a role. For example, are all SQEP'd designers or surveyors of the same or similar level, across the company, being paid the same rate? It is not clear for those still developing in a role how long it will take to progress to a market rate.
- Nuvia seem determined to make pay and grading an opaque subject. This naturally leads to conspiracy theories as to "what are trying to hide". This is particularly noticeable to me as I have previously worked in a company where people's pay was public knowledge.
- Lots of talk about pay transparency, but very little evidence.
- Nuvia needs a strategy to increase the pay of the underpaid without penalizing other employees.
- Trust is incredibly important with this process. I believe Nuvia act with integrity; I want the union to overs and confirm it.

Q11-Is career progression clear to you within the Pay s Grading tables

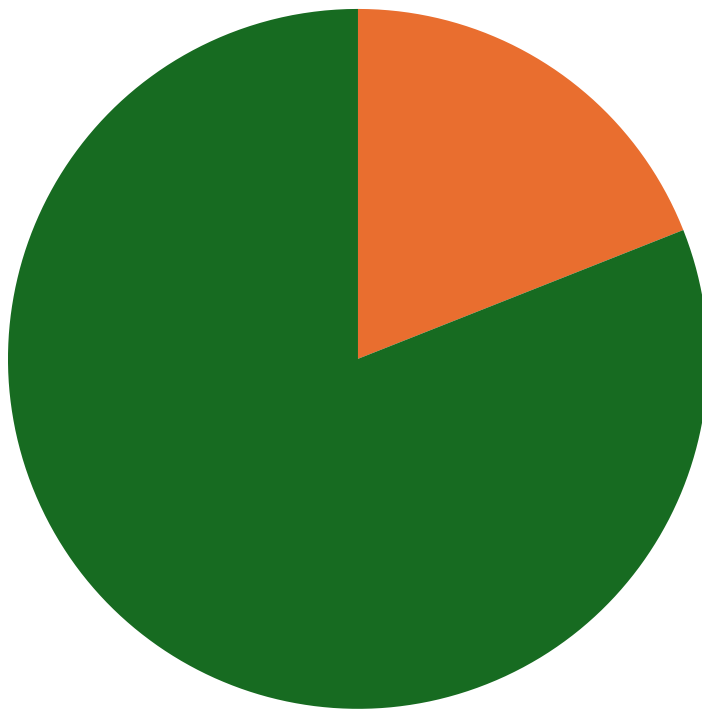
CTUC



■ Yes (17%) ■ No(83%)

Q12- Do you know how to find out where roles other than yours fit into the published Pay s Grading Tables, which would help you understand promotion or change of career path

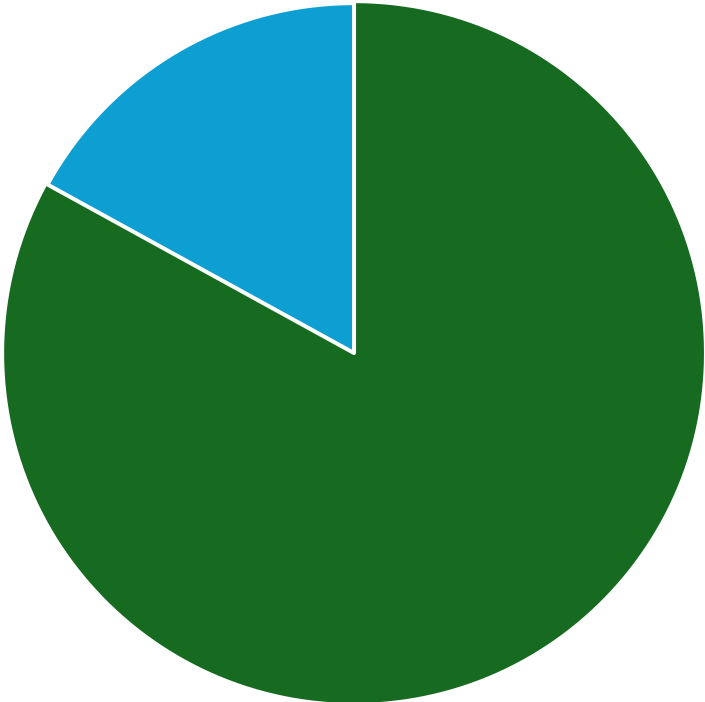
CTUC



■ Yes(19%) ■ No (81%)

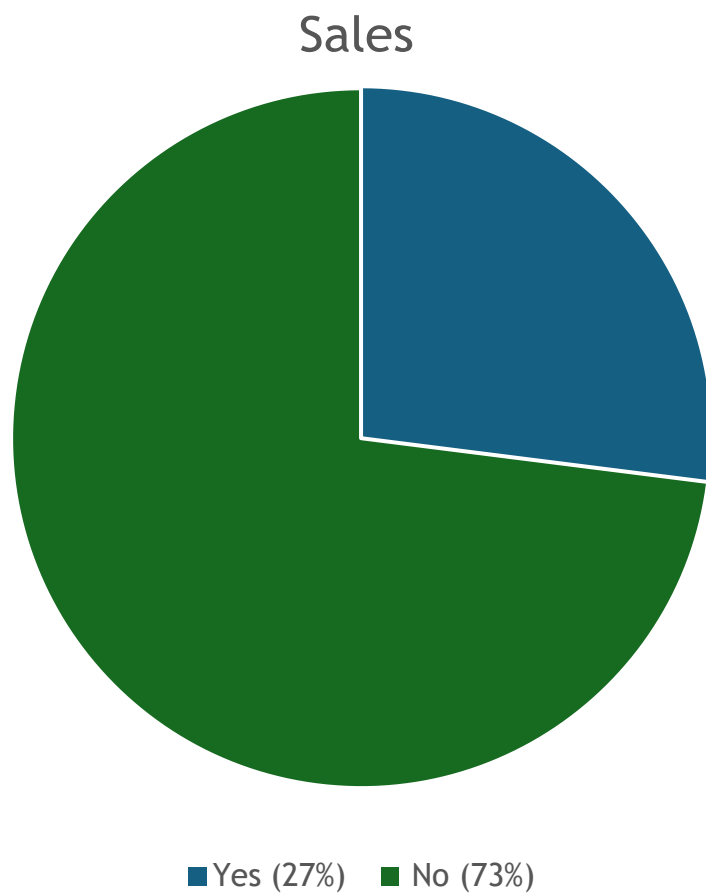
Q13 -Should Pay Bands be reviewed annually, (as the last two years, the agreement is up to three years)?

CTUC



■ Yes (83%) ■ No (17%)

Q14- Do you believe all Nuvia's relevant major competitors are included in the Pay s Grading Data Set?



Any final comments or observations you want to raise?

- Nuvia need a strategy to increase the pay of the underpaid without penalising other employees
- Equal pay in Nuvia for all fully SQEP monitors
- Promise broken to sort out all different sets of Ts C Cs within the HPCS department.
- I have remained loyal to Nuvia far longer than the current senior management, and I, like all other employees suffer the increased living expenses being imposed upon us. So my question is what rationale is there for me to be penalised by the company for the sake of another section of employees. I expect the Union to represent me in equal measures and not build a case that appeases the company to better reward other members.