

ENERGYEYE

SMART SWITCHING

CONGRATULATIONS to Paul Owen, a lucky winner in Sellafield's "switch without a hitch" prize draw. Paul (*right*), a process engineer at the Risley office, is pictured with branch organiser Tony Gandy.

"Switch without a hitch" is the branch's version of the union's national campaign to encourage all members who pay their subs direct from salary to switch to direct debit.

Members in all branches are open to enter the national check-off prize draw – with three 32GB Apple iPads up

for grabs every month until March 2017. (View the full terms and conditions at: <https://library.prospect.org.uk/download/2016/00129>)

Deputy general secretary Garry Graham said: "Since the beginning of December more than 1,000 members have converted to direct debit so we have made a good start.

"Switching is easy, takes minutes and keeps your relationship with Prospect free of employer or government interference. Don't wait until it's too late!"



SWITCH

ONLINE at www.prospect.org.uk/dd

BY PHONING 01932 577007 or

DOWNLOADING a form: bit.ly/switch_dd

SPREAD THE WORD in your workplace with our flyer – http://bit.ly/ipad_flyer

Demonising the Big Six does not meet the sector's needs

AS ENERGY margins continue to decline, thermal generating plant comes offline and media speculation mounts about Hinkley Point C, politicians need to get a grip and set out a road map showing how our energy needs for the future will be met.

This is not just the view of Prospect and industry professionals, but increasingly business organisations and informed commentators.

Recently the focus has been on the interim findings of the Competition and Markets Authority investigation. But what is actually needed is a wider policy framework that addresses what have been described as market failures in the energy sector. The term market failure in itself is misleading. It gives the impression that the market participants are the cause, but the challenges go far deeper.

Meaningful debate has been woefully thin. In the run up to the general election, the focus was almost entirely on the cost to consumers, with a narrative that demonised the Big Six.

Since then, the challenges have increased with the closure, or planned closure, of more plants. The government announced the end of coal-fired generation by 2025, relying instead on new gas-fired generation coming on stream. But most people are not holding their breaths. The decision to withdraw payments for other forms of low-carbon technology has also frozen investor confidence.

The industry knows its duty to consumers goes beyond the tariff they pay. Serving the consumer also means providing the security and capacity needed to power



Prospect deputy general secretary **Garry Graham** says politicians must get a grip on energy policy

homes, hospitals, businesses and schools.

This is fundamental to the wellbeing of citizens and the stability of our economy – being on the cheapest tariff is little consolation if the lights go out. So here sits the greater challenge.

The description 'market failure' implies that the market can succeed. But we have seen that the pure market cannot provide. It is a tool, not an end in itself.

The market can encourage competition, and incentivise innovation, but the government's energy policy framework must include the broader objectives of security of supply, capacity and climate change.

Two thirds of our existing power stations are expected to close by 2030. The government needs to invest now to ensure we meet our future needs.

This means providing stability and clarity – both of which have been sadly lacking, either deterring investment or driving up costs where it does take place.

So we need a road map that provides:

- clarity on Contracts for Difference
- CfDs that encourage investment across a range of technologies for a balanced energy mix.
- reform of the capacity market to encourage investment in existing, and new, generating capacity
- a task force linked to the National Infrastructure Commission to plan and deliver change
- a clear route map to 2030

action to develop and support the skills needed for the future, including high-quality apprenticeships.

PICTURES: JONATHAN EELLS



A WINning idea

"I want a girl in Warrington or Wigan today to grow up knowing that she will have the opportunity to build a sparkling scientific career."

That was the key message from shadow energy minister Lisa Nandy (*right*) when she attended an event organised by Prospect and WIN (Women In Nuclear) – a campaign group that seeks to address the industry's gender imbalance and engage with the public on nuclear issues.



Describing the uncertainty facing the UK's power supply, Nandy said: "It angers me that the energy sector is devaluing the contribution of women because of the immensity of the challenges we must address, which will require everyone's talent." She also praised Prospect for its work in this area.

Prospect deputy general secretary Sue Ferns said: "We talked about the importance of a strong and sustained political impetus in order to speed up the process of change. Both women and men need access to high-quality skilled jobs and the economy needs to make use of all of the talent pool."



Now they're after your pension!

THE CHIEF executive of the Nuclear Decommissioning Authority has warned that significant pension reforms could be in the pipeline for members working in the nuclear decommissioning estate.

John Clarke issued a statement in March covering the proposed redundancy cap and pension reform. While events have superseded his comments on the cap (*see page 3 opposite*), his views on pension reform are potentially very significant.

Clarke said that the government has been reforming public sector pensions in line with the 2011 Hutton Review, with the aim of managing increased life expectancy while balancing government spending and income.

The majority of schemes have already been reformed – affecting around four million workers – but the government is now seeking to restructure all publicly-funded, final salary defined benefit schemes.

Clarke said: "The NDA, as a publicly-funded, non-departmental public body, has a responsibility to work with government, to understand their plans and advise on potential implications for our mission and workforce, and then to implement government policy."

He said the NDA had already provided information about the nuclear estate, its workforce and the schemes it manages but, to date, no formal ministerial decision has been made.

Deputy general secretary Garry Graham said: "The government is putting members on notice that on top of legislating to cap their redundancy

compensation, and their ability to pay union subs through payroll, they are now looking closely at their pensions."

In January, Audrey Uppington (chair of Prospect's Nuclear Development Group and NEC member) and Graham met energy minister Andrea Leadsom to set out the union's concerns over the reforms.

"We subsequently wrote to the minister to explain the statutory protections covering members across the nuclear estate, and that Prospect would strongly resist any attempt to undo these," he added.

After a further meeting with the minister, alongside Unite and the GMB, Graham said the minister was either poorly-briefed, or using Hutton as a smokescreen.

"We made it clear that the pension arrangements for the nuclear estate are fundamentally different from wider public sector schemes. The case for change is weak and the proposals themselves are inconsistent with Hutton.

"Prospect will always seek constructive dialogue as opposed to confrontation where possible, and those we deal with want to work positively with us.

"However, there is no doubt that we are being tested in the nuclear decommissioning estate.

"There has never been a more important time to be a union member and ensure we are seen as the collective and authoritative voice of the workforce. I would urge all members to talk to colleagues who are not in the union about the importance of joining."

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■ Sir Gerald Kaufman, MP for Manchester, Gorton, discusses the cap with Prospect president Alan Grey and reps



■ Members and officers gathered at Westminster to make their case

PICTURES: STEFANO CADRONI

Prospect held a drop-in session on the proposed cap on redundancy compensation in Westminster Hall on 8 March. The event was timed to coincide with the debate on the relevant part of the Enterprise Bill.

MPs from different parties heard how the cap would affect Prospect's nuclear estate members. The session reinforced the arguments members made in letters

to their MPs, and engaged some in the arguments for the first time.

Prospect pension officer Neil Walsh said: "There was evident cross-party sympathy for the case Prospect reps were making.

"But it was only successful because of the efforts of Prospect members in lobbying their MPs. Reps made the case eloquently, which we will build on in the future."



■ Dwyfor Meirionnydd MP Liz Saville Roberts talks to (l-r) Dick Third, RSRL, pensions officer Neil Walsh and DGS Garry Graham

Redundancy compensation cap fight is not over yet, Prospect pledges

THE GOVERNMENT defeated a Labour party amendment to the Enterprise Bill 2015-16 that would have exempted employees of 10 nuclear estate companies, (see list right) from the proposed cap on redundancy compensation, by 291 votes to 266.

Speaking after the vote on 8 March, deputy general secretary Garry Graham praised members' efforts: "They could not have done any more to make the case against extending the scope of the cap on redundancy compensation.

The 10 nuclear estate companies are:

Sellafield Ltd	Atomic Weapons Establishment Ltd
Westinghouse Springfields Fuels Ltd	Low Level Waste Repository Ltd
Magnox Ltd	Dounreay Site Restoration Ltd
National Nuclear Laboratory	RSRL Winfrith
International Nuclear Services	RSRL Harwell

"The result was disappointing but we can definitely build on the cross-

party support we saw.

"Our aim now is to present the strongest possible evidence for nuclear estate employees to be exempt from the cap.

"Members can be assured that we will continue to press this case strongly; this is not over.

"We will pursue all avenues to protect members' rights, including taking legal advice on protections that may apply to members covered by the electricity acts, the Energy Act 2004 or TUPE regulations."

DECC capacity market overhaul under fire

TWEAKING THE capacity market is not enough because it needs a "basic redesign", according to shadow energy minister Alan Whitehead.

His comments came after the February launch of a new consultation on changes to the contingency balancing reserve. The first two auctions only resulted in 4.5GW of new capacity and just one new combined cycle gas turbine plant.

The proposed changes include:

- increasing the overall amount of capacity bought
- selling some capacity earlier
- holding an extra auction in the winter of 2017-18 so the contingency balancing reserve can close a year early



■ Macdonald: auction price of £19KW is simply not enough to stimulate new build

- increasing penalties for winners who back out
- ending the advantage enjoyed by diesel generation.

Prospect negotiator Mike Macdonald said: "The mechanisms were introduced to find low-carbon, cost-efficient ways to keep the lights on.

"But the auction price of £19KW is simply not enough to stimulate new build. The fact that we are now relying on small-scale diesel generation and taking industrial customers offline during peak demand means it has failed."

Whitehead told trade publication *Utility Week* that the government

appeared to be "taking a large amount of money and throwing it up against a wall to see if any of it will stick to new gas-fired power station".

It was still unclear, he said, if the proposals would succeed in pushing up the auction price enough to encourage investment in new CCGT plant.

Even if it did, the cost could be "stupendous" – "probably getting on for £2bn", he added, before calling for a "much more fundamental rearrangement" of the capacity market.

Prospect is meeting energy and treasury civil servants within the next four weeks to press for changes to the current policy.

Thinking small for big results: the case for small modular reactors



The next big thing for the UK's nuclear energy industry, and its suppliers, could be small – small modular reactors to be precise. That's according to **Dr Dame Sue Ion**, DBE FREng, one of the UK's foremost nuclear engineers and expert adviser to government on the industry

SMALL MODULAR reactors are now seen by some as very attractive. Historically the trend has been to go for bigger reactors to try to achieve economies of scale.

But, given the very large sums now needed to finance reactors such as the European Pressurised Reactor at Hinkley Point C, and the difficulty this presents, globally there is increasing interest in SMRs where the economic paradigm is different.

Capital outlay and its financing are what dominates the cost of electricity from nuclear power plants. So very large capital requirements, and the extended build times of the large plants, are making their financing challenging to say the least.

For SMRs, with 21st-century manufacturing technology and modularity, it is possible to carry out much of the construction in-factory, ready for shipment to site. Economies of scale are achieved through in-factory volume manufacture in much the same way as aircraft engines.

Shorter payback times

Timescales for manufacture of 24–36 months should be possible, compared with the seven to eight years for large plants. The financing challenge becomes much less because the absolute amount of capital needed is more easily identified, and the shorter payback time changes the economic proposition.

SMRs will be better from a grid management perspective and it may be possible to re-examine some of the UK's smaller old Magnox sites, which were not suitable for the larger plants.

So, SMRs provide a new approach to nuclear power for the UK. Unlike the large reactors about to be built in the UK, they have:

- an output of about 25% of large reactors

- compact designs that maximise modular build in factories to enhance the quality arising from a controlled working environment
- faster construction times that lower capital cost and reduce financial risk
- a flexible use that can deliver baseload power, balance the variable output from renewables and possibly supply district heating.

Component parts

The SMR definition combines the International Atomic Energy Agency definition of "small reactor" (a reactor plant whose net electrical output is less than 300MWe) and advanced, modularised construction intended to either reduce cost, or enhance some parameter(s) of safety or performance, or both.

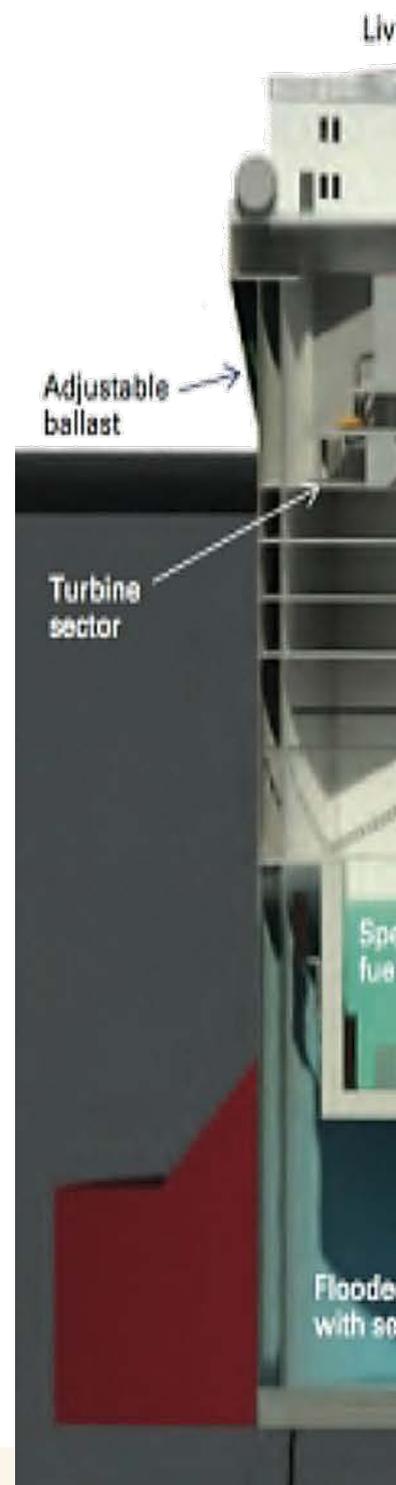
Most SMR designs feature component parts that are shop fabricated and shipped to the final operating site by truck, train or barge, and installed in a prepared facility.

On the international stage there are a number of SMR concepts at various stages of design that claim enhanced safety and security, fuel efficiencies and cost effectiveness.

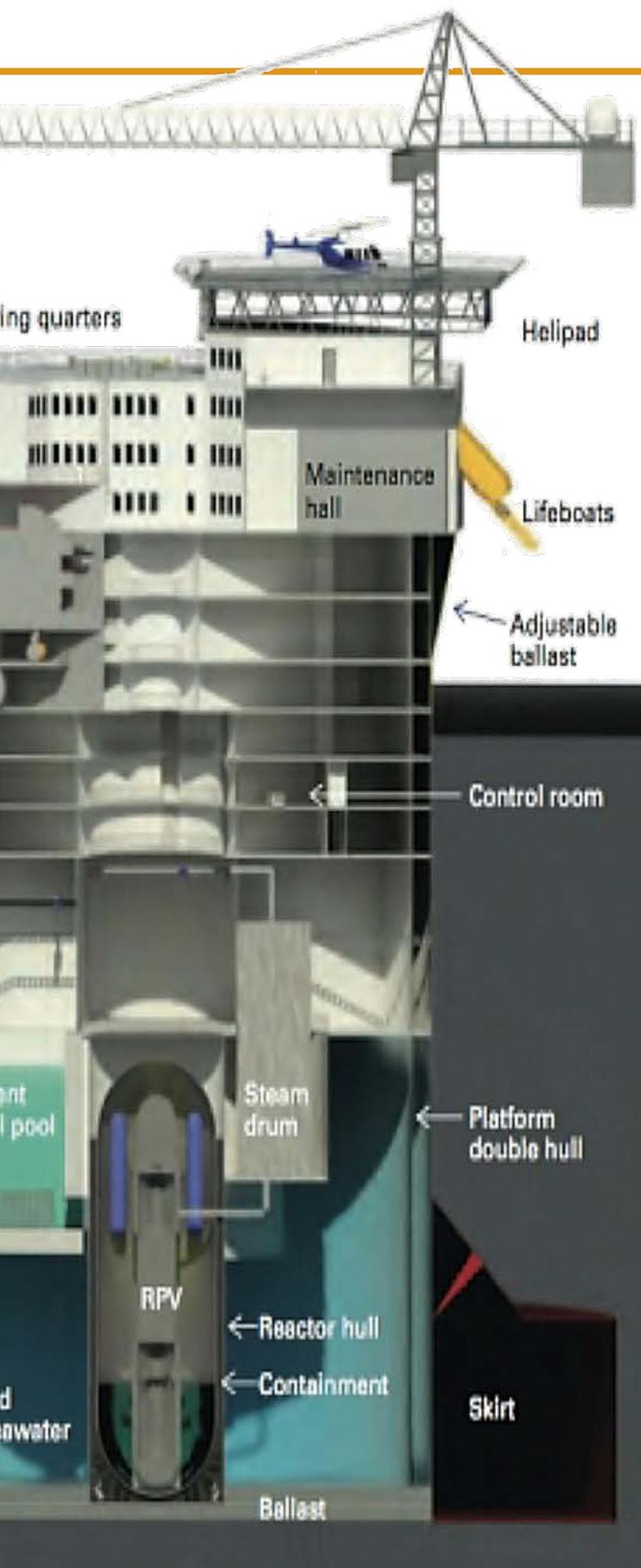
These SMRs still have some way to go to complete the design and be ready for deployment.

Therefore they are at a stage in development where there is flexibility to design them to fit with UK objectives and take advantage of UK engineering and manufacturing expertise.

Back in December 2014 the National Nuclear Lab led a study on SMRs for the Department of Energy and Climate Change. KPMG, Lloyds Register, the UK Nuclear Advanced Manufacturing Research Centre, AMEC, Atkins, Rolls Royce and the University of Manchester



A team led by Jacopo Buongiorno, an associate professor of nuclear science and engineering at the Massachusetts Institute of Technology, in collaboration with researchers from the University of Wisconsin and the Chicago Bridge and Iron Company, is developing the concept of an offshore nuclear power plant on a floating platform, much like ones used for oil and gas production.



The concept proposes a plant that can be built in a shipyard and towed on a floating platform to a site where it can be anchored a few miles off the coast in relatively deep water. There, it can be connected to the grid via an underwater transmission line. The plant would be unaffected by earthquakes and would also “ride out” tsunamis, which have low wave heights in deep water.

As well as centralised construction, the plants would provide easier siting and enhanced safety: proximity to the ocean heat sink would mean that reactor cooling could be maintained without external intervention, even during accidents.

Massachusetts Institute of Technology News

were also involved. This indicated a potential global market of 65–85GW by 2035 valued at £250–£400bn. The report concluded that investment in SMRs provided an opportunity for the UK to regain technology leadership in the ownership and development of low-carbon generation and secure energy supplies.

If this opportunity is grasped, it has the potential to position the UK as a global vendor in nuclear technology, and consequently to spearhead the development of the UK supply chain, enabling British businesses to develop their capability and increase international trade.

Feasibility study

The second phase of the feasibility study is currently under way and due to report shortly. This is an in-depth analysis of the very broad base of SMR technologies being developed globally.

It will:

- examine the impact of SMRs and other energy sources on a balanced UK energy system
- look at emerging nuclear technologies and their applicability in the UK context
- explore how SMRs fare in the context of the UK’s safety and security regime
- explore the role to be played by advanced assembly, modularisation and construction.

In his Autumn statement the chancellor made clear the government’s commitment to consider SMRs as a serious proposition for the UK when he allocated £125m to a competition to select the most appropriate technology option for the UK to pursue.

We have yet to see how that will evolve but it will almost certainly encourage the top UK nuclear companies into a consortium to deliver a demonstration plant, possibly in collaboration with established international vendors.

SMRs offer the chance for the UK to regain a position as a top table nuclear nation instead of a being a buyer of other nations’ technologies. They offer us the chance to become makers and sellers of nuclear technology and components on the global stage and the prospect of being deployable by the middle of the next decade.

Big question

The big question is whether the government and UK industry will grasp the chance. There is a window of opportunity now that will close if we do not act quickly.

Not only is a potential fleet of SMRs vital for meeting our energy security needs and reducing carbon emissions in line with the objectives set for the UK, it also means hundreds of enduring high-end manufacturing jobs.

Given the location of most of the UK’s existing industrial expertise, and the desire to build on the initiatives like the Nuclear Advanced Manufacturing Research Centre, SMRs could prove to be the catalyst that really drives the Northern Powerhouse.

■ *Dr Dame Sue Ion, DBE FREng, chairs the EU’s Euratom Science and Technology Committee and the UK’s Nuclear Innovation and Research Advisory Board (NIRAB). She has served two terms between 2004 and 2011 on the Prime Minister’s Council for Science and Technology, where her contributions were acknowledged as substantial in its energy-related work. Dame Sue was also elected as a Fellow of the Royal Academy of Engineering in 1996, and in 2014 received the president’s medal for her outstanding service to the nuclear industry, the academy and the world of engineering.*

Focus on occupational health



Sarah Page, the union's health and safety officer, takes a look at industry objectives for this year

NOW IN the second year of Powering Improvement phase two, the 2016 theme is occupational health.

For those unfamiliar with PI, it is the joint strategy to bring about continuous improvement in safety and occupational health in the energy generation and networks sectors.

As with the 2011 occupational health year, companies are expected to review and reassess their top three occupational health risks.

Since stress, and then musculoskeletal disorders, account for most of the work-related sickness absence, we can expect them to be in

the spotlight. Companies have also been making strides to de-stigmatise mental ill-health and promote wellbeing, but there is still a long way to go.

Prospect urges branches to make sure that their employers are doing the following at the very least:

- using Health and Safety Executive management standards through an organisational – team – approach, not just an individual approach – See www.healthy-workplaces.eu/all-ages-splash-page/
- pledging to Time to Change, the anti-stigma campaign run by the leading mental health charities Mind and Rethink Mental Illness. See www.time-to-change.org.uk and http://www.hse.gov.uk/research/hsl_pdf/2005/hsl0520.pdf

We hope employers will join the Public Health England Workplace Wellbeing Charter (www.wellbeingcharter.org.uk/index.php)

The ageing workforce

Finally, also on the agenda is that fast approaching challenge: the ageing workforce. The European Agency for Safety and Health at Work is about to launch a new campaign, sharing best practice that will help us all. HSE has some useful facts that tackle stereotypes about older

workers including:

- key elements of cognitive performance, such as intelligence, knowledge and use of language, do not generally show any marked decrease until after the age of 70.

● where decline in cognitive abilities, such as working memory and reaction time, does occur evidence suggests that safe performance of tasks is unlikely to be affected because older workers compensate with experience, better judgement and job knowledge.

www.hse.gov.uk/vulnerable-workers/older-workers.htm

Small things can make a big difference...

ELECTROMAGNETIC FIELDS: NEW REGS

FROM 1 July the Control of the Electromagnetic Fields at Work Regulations 2016 will come into force, implementing a 2013 European Union directive on occupational exposures to electromagnetic fields.

What are EMFs?

Electromagnetic fields arise whenever electrical energy is used. For example, EMFs in the home may come from electrical appliances in the kitchen, and in the world at large from radio, TV and telecommunication masts.

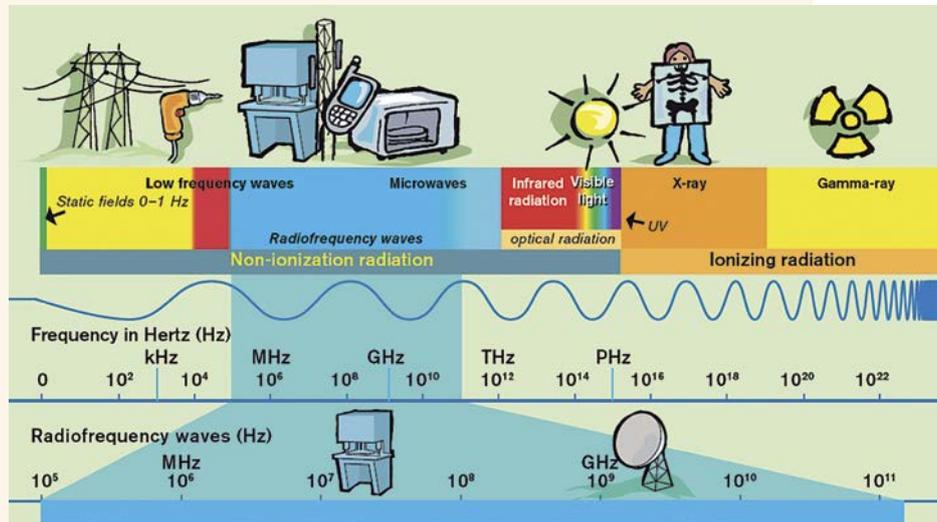
In the working environment, devices or activities liable to generate EMFs include welding, induction devices, medical diagnostic equipment, radar systems and security-related equipment.

What are their effects?

It has long been known that exposure to high levels of EMFs can give rise to acute effects, depending upon EMF frequency, intensity and the proximity to the sources.

At low frequencies, the effects will be on the body's central nervous system: people can experience vertigo, nausea or flashes in the eyes.

At high frequencies, heating effects can occur leading to a rise in body



temperature, even severe burns from overexposure, although these effects are extremely rare and will not occur in most work situations.

Impact of the new regs

The impact for the sector is low, but only because it has long been managing exposure and ensuring new plant and equipment are inherently compliant, therefore avoiding the expense of retrofitting.

The impact is largely procedural and administrative, notably making more rigorous internal procedures to

ensure the safety of staff with active implanted medical devices (such as cardiac pacemakers and defibrillators, cochlear implants, implanted insulin devices) and improving risk assessment of expectant mothers.

An Energy Networks Association EMF strategy committee has been working closely with HSE, which has made raising awareness among small businesses a priority as they may be oblivious of this legal development.

■ **Further reading on EMFs:** <http://bit.ly/EM-fields>



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Grid members gain safety net but questions remain over dual role

PROSPECT HAS signed a joint agreement with National Grid management and other grid unions to protect members affected by the company's decision to sell a majority stake of its gas distribution business.

The joint agreement provides assurances on a number of issues including pensions, employment, pay, benefits and job security.

It also confirms that National Grid expects any new purchaser to maintain current pension benefits, including a 2014 commitment not to make any further changes to its defined benefit schemes before 2021.

The agreement guarantees continuity of employment for staff transferring to a new company being set up by grid in preparation for the sale, and that there will be no reduction in pay or benefits as part of the sale process.

The company announced the sale in November saying that it wanted to "realise the value it has created in the networks".

Grid's gas business owns 82,000 miles of pipeline and delivers gas to about 11 million domestic, industrial and commercial customers. The sale could be worth £10bn and is expected later this year.

Split proposals

But grid is also steadying itself for uncertain times after the regulator, Ofgem, revealed plans to strip the system operator of its role in balancing the UK's gas and electricity supply and demand.

Energy secretary Amber Rudd said there was a strong case for greater independence, so the government is exploring plans to hand the management of the energy system to a new independent body.

The move is partly in response to perceptions that grid has the potential to manipulate its role balancing supply



■ Childs: risk of impact on staff morale

and demand with other strands of the business, for example, developing interconnector cables to trade power abroad.

Reports in *The Times* mooted a publicly-owned, not-for-profit model, similar to Network Rail, and overseen at arm's length by Ofgem. This body would manage the country's electricity supplies, switch off factories and request emergency back-up generation to prevent blackouts.

Prospect says there is nothing to suggest that grid has acted improperly, merely fears that it could act improperly.

National secretary Philippa Childs said: "National Grid faces interesting times. While the agreement covering

members in the gas distribution business provides some reassurance, uncertainty over its system operator role is a distraction at this critical moment. "It risks impacting on grid's ability to plan and on staff morale. The knock-on effect on its stability as an investment proposition is huge.

"The union has warned that moves to split grid are likely to be complex, lengthy and would divide the country's top engineering talent and knowledge base between two bodies.

"We back the National Infrastructure Commission's recent report, which concluded that grid should work towards stronger Chinese walls internally rather than full separation."



■ National Grid staff drilling for inspection of gas pipes

CHARLIE FAVELL/NATIONAL GRID



REWARDING THE RECRUITERS

DON'T forget the union's member recruit member scheme. Members who recruit a colleague can reward themselves by choosing

a £10 shopping voucher, or reward others with a donation to charity. Visit www.prospect.org.uk/mrm to find out more.



SECTOR PAY DEALS OVER THE PAST 12 MONTHS

Bargaining unit	Settlement date	Single or multi-year	Per cent	Details
Electricity North West	Aug '15	Year 3 of 3	2.1	
Western Power Distribution	April '15	Year 1 of 2	2.5	Changes made so that when Christmas, Boxing and New Year's Day fall at the weekend standby will attract a premium and time off. Plus a higher standby 'retainer' for public holiday 'eves' when not at the weekend.
Drax Power	Jan '15	Year 1 of 2	2.9	The agreement pays the average RPI settlement for 2014 on base salary and associated allowances. Despite low profit margins, this settlement reflects skill shortages
Drax Power (Senior Production Group)	April '15	One year	2	Agreement to remind staff of additional pension contributions of up to 4.5% for this bargaining group
SSE	April '15	Year 1 of 3	2.4	
Eggborough Power Station	April '15	Year 2 of 3	3	
Northern Powergrid	April '15	Year 6 of 6	2.09	Due to uncertainty over the price review, this is a simple roll-over of existing arrangements. The figure is the average RPI for the financial year.
AES Ballylumford	Jan '15	One year	2.6	Applies to salary and all allowances except fire team and first aid.
Kilroot Power Station	Jan '15	One year	2.6	Applies to salary and all allowances except fire team and first aid.
Northern Ireland Electricity	April '15	Year 2 of 2	1.5	Year one saw a pay freeze across the board but incremental contractual progression was honoured, plus an extra day's leave for all staff in post on 1 April 2014. Second year agreement is March 2015 RPI, subject to company targets being reached. Guaranteed RPI-1% increase (minimum 1.5%) if the targets not met. RPI in March 2015 was 0.9% so the agreed minimum was applied.
Deeside Power Station	April '15	One year	1.5	
International Power (Rugeley)	April '15	Year 1 of 3	2	The deal for 2015 was January RPI + 0.5% with a minimum payment of 2%. For 2016 and 2017, the deal is January RPI capped at 5%.
Springfields Fuels Ltd	April '15	One year	2.5	
URENCO	Jan '15	One year	2.6	An increase in basic rate of 2.6%, flowing through to all allowances plus agreement to continue talks on bonus arrangements as stated in the 2014 pay settlement.
Gen II	April '15	One year	2.4	A 2.4% basic pay increase.
EATL*	April '15	One year	0	EA Technology is looking for redundancies.
Centrica Energy Operations	April '15	Year 3 of 3	3	Despite significant losses, Centrica implemented the final year of the agreement without debate.
Cottam Power	June '15	Year 2 of 3	1	Due to low inflation, the increase was the minimum agreed in 2014.
West Burton Power	June '15	Year 2 of 3	1	As with Cottam, the increase was the minimum agreed in 2014.
Low Level Waste Repository	April '15	One year	2.3	
Manx Electricity Authority	April '15	One year	2	
E.on Business Services and UK Centre	April '15	Year 1 of 2	2	
E.ON - CHP	April '15	Year 1 of 2	2	
E.on E,C and R	April '15	Year 1 of 2	2	Negotiations took place alongside Generation and CHP.
E.on ENT	April '15	Year 1 of 2	2	
E.on Generation	April '15	Year 1 of 2	2	
E.ON - EET	April '15	Year 1 of 2	2	
E.on Energy Solutions (White Collar)	April '15	Year 1 of 2	2	Members voted overwhelmingly to accept a deal that is greater than RPI for year 1 and has a 'floor' but no 'ceiling' for year 2.
DECC (including Oil and Gas Authority)*	Aug '15	One year	1	A flat rate increase based on 1% of the median. Increases only to maxima of AO and EO grades. Non-consolidated performance bonus of between £1-2k for staff with exceptional performance ratings. Effective performance rating bonus payments of between £200-£325.
London Waste Plc	April '15	One year	2	An increase of 2% on basic pay. Bonus payments of up to £550 dependent on meeting key performance indicators.
ScottishPower Energy Wholesale	Jan '15	Year 1 of 2	0	Non-consolidated payments and additional redundancy payments have been made to take the business through the closure of Longannet Power Station.
AMEC Energy - Ex AMEC NNC	Jan '15	One year	1.6	The branch now comprises two bargaining units. The deal for former NNC employees, based on pay and performance, is a 1.9% increase to the total pay bill. Former Serco employees are covered by collective bargaining.
Electric Mountain	April '15	One year	1	
United Utilities North West	April '15	One year	2	
EATL*	April '15	One year	0	Poor trading affected the company's performance resulting in no pay increase.
URENCO	Jan '16	One year	1.85	Increase applies to overtime rates, shift supplements, protected allowances and on-call and call-out payments.
AMCO	Jan '16	One year	3	An above-market median deal that recognises that staff who do not receive overtime did not benefit from the recent increases in holiday pay.
Drax Power	Jan '16	Year 2 of 2	1.5	
UKPN PMS Networks	April '15	One year	2	

* = imposed

IN BRIEF ...

Driving innovation

Formula One motorsport and UK utility companies may not appear to have much in common. But thanks to Horizontal Innovation, a new joint initiative from the Motorsport Industry Association and the Institution of Engineering and Technology, utilities have an opportunity to learn lessons and seek solutions using British motorsport industry know-how.

For those who question how the expertise required to design, build, test and race the 850bhp beasts can help UK utility companies, the organisers point to existing case studies. They include a link up between car firm Williams Advanced Engineering and UK start-up Aerofoil Energy to reduce the energy used by supermarket and convenience store open fridges.

■ **More at <http://bit.ly/horiz-innov>**

High wires

Electricity theft is never a laughing matter – but even the police in New South Wales, Australia were shocked when they came across this set-up (right).

The drugs factory growing cannabis plants using hydroponics was bad enough, but the growers were also stealing the electricity from a nearby sub-station.

In a tweet about the discovery NSW Police noted that the two blokes arrested at the scene were fortunate that they found them rather than the undertakers. They wrote: "This could literally be 'death by power-point'!"

New journal

The IET has signed an agreement with the China Electric Power Research Institute to co-publish a new, open



access engineering journal called *High Voltage*.

The magazine, which launches in April, is expected to be the first academic periodical to focus on the most recent advances in high-voltage science and technology.

■ **It will be available on the IET's digital library – <http://digital-library.theiet.org> – with four issues per year.**