

Prospect North

This is an unprecedented and anxious time for all of us. We simply now need to pull together. As a union we are strongest when we act as a community. It is a time full of anxiety but with confidence and working together we can come through, it will test all of us and we may have some tough decisions ahead but **your union is here to help you**. Here is a round up of some of the work we have been doing and some helpful information.

Unions have never been needed more than at times of crisis like these.

You've hopefully already seen what unions can do, through measures like the wages-subsidy scheme and support for freelancers, contractors, and the self-employed, but we know we need to do more and that means ensuring our membership, and our influence, keeps growing, so your voice is heard.

Please help make sure we can maintain this powerful voice by asking your colleagues to join.

Our **Member-Recruit-Member** scheme earns you a £10 voucher for each new member, so please speak to colleagues today.
<https://prospect.org.uk/mrm>

Liverpool Airport using Furlough agreements to protect jobs

Prospect ATCS branch has successfully negotiated a temporary furlough agreement with Liverpool Airport to averted the threat of inferior terms and conditions, and even redundancies, for its members. The branch represents a variety of air traffic controllers, assistants and engineers. It is believed that this agreement is one of the first to be stuck under to government's new scheme.

As of 24 March, staff have been furloughed as part of the government's Coronavirus Job Retention Scheme. Prior to the agreement, the employer had been seeking to introduce substantial changes to terms and conditions.

The full story can be found: [Prospect - Liverpool Airport](#)
Prospect are doing more work in aviation and details can be found here: [Future of a £60bn industry](#)

COVID-19 - Information

We understand that this is a stressful time for you and your family and have been working hard to provide as much information as possible which can be accessed at home via our website.

This includes advice for members who are freelancers, contractors and self-employed.

- How do I access benefits and services during the COVID-19 outbreak?
- Furloughing' and the coronavirus job retention scheme (CJRS): frequently asked questions
- What is COVID-19 (Coronavirus) and how is it spread?
- COVID-19: What happens if I need to self isolate?
- I'm not based in England, where can I find advice on COVID-19?

- Who are 'key workers'?
- Can my employer reduce my hours and pay?
- Can I be 'laid-off' by my employer?
- How can I change my Prospect subscription if I have lost income?
- Can my employer force me to work from home during the coronavirus outbreak?
- COVID-19 advice for members working in theatre, live events and the arts
- Creative industry helplines for COVID-19 advice
- Discrimination at work linked to COVID-19

Information for all these can be found here:
<https://prospect.org.uk/topic/covid-19-coronavirus/>

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Follow us to find out more!

Due to the lack of workplace access at the moment we are trying to increase to webinars we are running and members will be receiving emails about them and how to join, so please keep an eye out for these. Details will also be shared on our Twitter feed, so please make sure you follow us to keep up to date.

Better relationship leads to a better pay deal at NNL

Prospect members at the National Nuclear Laboratory have voted to accept a two-year pay deal worth 2.8% and 2.5%, with changes to overtime payments and an increased, non-contractual bonus.

The deal is one of the first fruits after establishing new ways of working together by NNL and Prospect.

Full story here: [NNL pay deal](#)

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Health and Safety Executive pushed for clear guidance

The onset of Covid 19 has had an impact on all workplaces but in the Health and Safety Executive where we represent Inspectors and Scientists the challenge has been twofold. Firstly, we have worked with HSE to largely move the operation to a home-working basis. This has been achieved successfully.

Our members are of course deeply committed to their role in protecting Health and Safety in the workplace. Branch representatives together with colleagues from PCS and FDA felt uncomfortable with what was seen as a passive approach by HSE with Public Health England taking the lead. We see this very much as an issue covered by the Health and Safety at Work Act 1974. We pressed management to recognise the Public Health England guidance around social distancing, as a reasonably practicable standard to be adopted during work activities and advising employees who do not believe their workplace is operating safe working practices to report them to HSE, in the normal manner in order that HSE can regulate appropriately.

After some initial resistance and following input from the TUC, STUC and MP's as well as Prospect we are happy to report that HSE's stance is now far more robust and our members continue to play a leading role in regulating Health and Safety in the workplace.

Are energy sector employers doing enough to ensure resilience during the COVID-19 crisis?

The world is facing an unprecedented global health emergency as a result of the COVID-19 pandemic, the likes of which have not been seen in at least a century.

Prospect is calling on all employers to actively engage with us and other unions around contingency planning and to ensure clear and timely communication with staff about the measures being put in place. We must see more concerted efforts to ensure adequate PPE and sanitation supplies across all workplaces.

We have [written to Ofgem's Chief Executive](#) to press for a suspension of DNO licence conditions to support the companies and their workforces to cope effectively and safely during the COVID-19 pandemic.

By working together we can get through this crisis – but employers must recognise the gravity of the situation and abandon business as usual.

For more information on the survey from our members see the full blog by [Sue Ferns](#)

We would like to reassure members that your reps are working closely with your negotiations officers and having regular conference calls to address the issues being raised by members and we continue to challenge your employers to address these concerns as we would do normally. We would encourage all members to contact your local representative if you have any concerns.

Please update your details today by logging in to the Prospect website: www.prospect.org.uk

The use of Furlough

Prospect are working to support members in a number of employers trying to make use of furlough and are working hard to try and make sure that our members get a good deal out of this. Here is an overview:

EA Technology based in Capenhurst, has proposed to pay a number of employees 80% of their normal monthly salary whilst on Furlough Leave and to implement a 10% reduction in basic salary for all non-furloughed workers, the Executive Directors will have a 20% salary reduction.

This takes effect from the 1st of April 2020 and whilst this is an ongoing process EA Technology has remained committed to working with Prospect during this unprecedented time.

AMEY Industrial & Commercial metering department wrote to Prospect members on the 26th March advising them of an immediate cessation of work and stated they were due to be placed on Furlough taking effect from the 1st of April 2020 unless members wrote to the company to object.

Since we wrote to the company about a failure to consult, AMEY has now agreed to rescind the original letters sent to members to allow meaningful consultation with Prospect.