



prospect

YOUR SUCCESS STORIES

How Prospect makes
the difference for
our energy members

Prospect is an expert and independent voice for more than 20,000 members across the entire energy sector.

From generation to transmission, from renewables to nuclear decommissioning, we are the leading energy trade union in the UK and a powerful advocate for workers both inside and outside their workplaces.

We offer professional support and protection for you at work, as well as a host of other benefits:

- Independent, professional advice and support if you have a problem at work, including legal assistance where required
- Health and Safety resources and expertise to protect you at work
- Skills and career development
- Networking opportunities
- Special deals and discounts to help you save money on a range of products and services

We believe that Prospect membership is an invaluable asset for all energy professionals.

But don't just take our word for it.

Here are some examples, both big and small, of the positive differences that we're making across the energy sector.

Whether it was helping a single member, a particular group or for the entire workplace: these are just some of Prospect's everyday success stories across the energy sector.



HEALTH &
WELLBEING



PAY &
TERMS



JOBS UNDER
THREAT



UNION
VISIBILITY

New fatigue policy at Scottish Power Networks



Prospect have agreed a 'Fatigue Management Policy' that seeks to protect members' health and safety in Scottish Power Networks. The new

policy and processes limit shift times and introduce important risk assessments in an effort to protect member safety.

Avoiding redundancies at Uniper



In 2021, Uniper placed all staff in their Technologies business at risk of redundancy. Prospect swiftly set up regular Teams meetings to inform members

of progress and gain feedback.

The information collected helped us to shape our response - this rescued the number of jobs lost, give high quality advice to individual members and ensured that, in the main business, all displaced Prospect members who wanted a job were redeployed.

Improved maternity leave pay across Scottish Power



Through company council engagement on behalf of members, Prospect was successful in negotiations with the employer last year

that raised the maternity leave pay from six weeks to six months' full pay.

Achieving progress through union networks at ONR



Prospect staff worked with our reps and management at the Office for Nuclear Regulation to produce a podcast to raise awareness and educate staff

about the importance of allyship.

This has been well received by members, and ONR managers have commented on the benefits of working in partnership with trade unions to sustain successful progress on equality, diversity, and inclusion.

Members' meetings at EPUKI



A significant number of members at the lean-staffed EPUKI power stations work shifts so they have struggled with communication.

To address this, Prospect established regular Teams sessions so members onsite can attend in person, but colleagues off-shift can also contribute. This has doubled attendance at members' meetings and enhanced our speed of response to individual issues.

WPD Smart Metering



The smart metering part of WPD's business was recently sold to an outside business, with 18 Prospect members transferred under TUPE

(Transfer of Undertakings Protection of Employment Regulations).

The new employer was reluctant to recognise trade unions. However, a Prospect member volunteered as a rep and has already put the employer straight on three occasions relating to distribution of the agreed pay award, correct use of the DBS (Driver Behaviour System), and new overtime rotas which would have breached the agreed TUPE terms.

This has resulted in all employees seeing the value of Prospect membership in a time of upheaval.

Overtime introduced for personal contract holders at RWE



RWE generation, including biomass, hydro and hydrogen, employs over 95% of staff on personal contracts. Reward for overtime varied from

nothing to complex ex-gratia payments.

Through consultation and sharing data, Prospect persuaded RWE to introduce time and a half payments backdated to 1st January. A consultative ballot and information meetings were organised by Prospect reps. Both the company and members noted the positive role of the union and the benefits to staff of membership.

Helping with redundancies at Scottish Power Retail



Prospect is currently engaged in a consultation on 300 redundancies at SP Retail.

We have successfully convinced the employer to ensure

all exits will be paid the full severance (approximately 12 month+ salary/or full pension) and implement a separate extra training payment for all those exiting, worth £1,000.

Shift changes at Shoreham power station



VPI employ Prospect members at Shoreham power station on personal contracts that allow the company to change shift patterns without consultation.

In response to a shortage of shift team leaders, five individuals were required to fill the gaps on a seven-person rota. After advising members at a group meeting and writing to the company, the station manager agreed to meet the team.

As a result, a revised rota was agreed with our local reps and the company confirmed plans to increase staff numbers. The company are also working on a proposal to jointly ballot staff about transferring to a collective agreement.

This showed members on personal contracts the value of collective action to improve individual conditions of employment and then work to secure collective representation.

Shift pay arrangements at National Grid



A National Grid member working in the cyber security team contacted Prospect when local management proposed a variation in shift pattern, in part reflecting an increase in remote working through the pandemic.

The employer had failed to consult the union over changes, so Prospect set up calls to seek members' views and to share examples of shift patterns elsewhere.

Following consultation, a formal agreement was concluded that included a shift run down payment for the existing arrangement. The run-down payment was only offered following Prospect intervention and several new members joined the union as a result.

Upgrading data professionals at Northern Powergrid



Data Analysts are a crucial part of the future for networks and their professional skills are key to success. Yet, Northern Powergrid decided to treat this role as administrative and to reduce the pay of existing analysts.

Over 18 months Prospect negotiated new grades for data analysts that raised scale maxima for half the group who were already treated as engineers and upgraded the other 50%, so that new starters receive the same treatment as their long-serving colleagues.

Replacement of performance related pay (PRP) at SSE



Replacing the performance relating pay system was identified as the top priority for members at SSE. A multi-year pay campaign led by Prospect focused on fixing the pay progression system and replacing PRP with a skills-based approach.

After slow progress initially, members refused in 2021 to agree an interim award without a progression deal. In 2022 a backdated offer was made providing accelerated pay for staff in the lower half of their pay bands, with a partial pay freeze for those in the upper portion of the band to allow lower paid staff to catch up.

Following a joint union campaign, the improved offer was accepted, delivering pay rises for all staff and progression for those whose skills had previously not been recognised.

The system now in place is viewed by other companies as a model for delivering clear career progression and reward for skills acquisition.

The third year of the deal to be paid in 2023 was linked to CPI inflation currently at 10.1%. SSE working with the union has agreed to pay 5% of this award as a consolidated advance in October 2022 with the remaining balance paid in April 2023 to assist staff with the current cost of living crisis.

Board meetings at the Civil Nuclear Constabulary



CNC management recently agreed to allow union reps to attend board meetings in order to promote transparency at the organisation.

OVO Energy



Prospect helped secure the continuation of collective bargaining for members moving from SSE Retail into OVO Energy.

Maternity/Paternity improvements at Northern Ireland Electricity



Based on member feedback, union reps at Northern Ireland Electricity reviewed company provisions on maternity and paternity leave. Prospect provided a benchmarking service, which clearly showed that the company was starting to drop back in terms of its provisions and entitlements.

The company took the issue seriously, accepting that this decreased competitiveness in the job market, and impacted adversely on its equality and health strategies. As a result, enhanced pay and leave provisions were introduced.

Better pay in Scottish Power Networks



The negotiated Scottish Power Networks pay offer was 7%, which members overwhelmingly voted to accept.

By comparison staff in unrecognised areas were only given an imposed 1.5%-3% pay award.

Better terms for graduates at EDF Energy



Prospect's reps at EDF Energy have successfully negotiated a higher starting salary for new graduates (£30,000 from £27,500).

The relocation allowance was also raised to £4,000 for Science and Engineering graduates – double the previous amount.

SAPs at Enverveo



Prospect secured a significant increase for SAPs to retain their skills within the company when the business was set up.

The pension scheme and other benefits were retained. Hours went from 37 to 45 hours with a commensurate increase in pay and a further 10% retention payment.

**And finally...
A member testimony
in their own words**

"I commenced employment a good few years ago, and someone told me to join the union.

I joined, although I had no idea what the union did and what I was paying my subscription for.

Never in my wildest dreams did I think I would find myself in the situation I did, which in short found me: suspended, facing disciplinary action and possibly dismissal.

The union fully supported me through the process, providing me with a case worker, who was also someone I could talk to in confidence, they helped me understand and digest the process I was facing. They supported me by attending meetings with me and helping my very stressed brain to ask the right questions.

I am of course here to tell my story, so it clearly worked out well for me.

You never know when you will need this support, hopefully NEVER, but if you're not part of Prospect, please think about joining."

Join today:
prospect.org.uk/join

