



# YOUR SUCCESS STORIES

IN RENEWABLE  
ENERGY

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 renewable energy sector.



HEALTH &  
WELLBEING



PAY &  
TERMS



JOBS UNDER  
THREAT



UNION  
VISIBILITY

## Collective bargaining over pay at Scottish Power



Due to the pressure being exerted by Prospect in pursuit of collective bargaining at Scottish Power Renewables, the employer awarded up to a 10% pay award to most Personal Contract holder members in renewables.

## Promoting a Just Transition at EDF and RWE



In response to redundancies in thermal generation, with EDF Renewables and RWE Renewables as partners, Prospect designed and ran three seminars for members and potential members considering a move to renewables.

These seminars outlined the roles available in renewables businesses, the location of jobs and the competencies individuals would require to work in this sector. Members were encouraged by the clear and concise statements about the value of their previous experience and the flexibility of employment in the renewables sector.

Prospect members were also given some meaningful and helpful advice on how best to present their underlying engineering, project management and soft skills so they were better placed to secure roles in the renewables sector.

## Resolving a member's departure from EDF to another renewables business



A member who was a contract manager at EDF faced a significant change in role that was not compatible with his domestic circumstances, so the individual sought work elsewhere in renewables. Originally the company wished to hold the individual to an extended notice period and restrict his future career.

On the basis of advice from Prospect he negotiated a reduced notice period, payment of untaken holidays and partial bonus as well as reducing the restrictive covenants to allow him to pursue his career in the sector. Relations improved to the extent that the original employer has used him as a consultant.

## Seamless operational change at Ørsted



Prospect negotiated change in ship operations from SOV to SES, with no redundancies, and further opportunities for redeployment.

## Successful pay negotiations at Ørsted



Prospect negotiated a 7% pay increase, plus uplifts to flexibility and shift allowances.

## Reasonable adjustments at Ørsted



Prospect negotiated reasonable adjustments for a windfarm technician returning after a work-related accident. This led to a review of occupational health, and a new emphasis on supporting return from absence, benefitting all staff.

## Collaboration during reorganisations at RWE



Prospect worked with members during consultations over control room reorganisations, including changes to shift patterns.

## Union recognition extended at SSE



Prospect's recognition agreement has been extended to cover all staff in renewables, covering all offshore workers.

## Union recognition extended at RWE



Prospect's recognition agreement has been extended to cover all staff working in renewables.

## Assisted members in personal contract reviews, enabling significant pay increases at EDF



Progression up personal contract scales is notoriously vague and difficult. On the basis of advice from Prospect and summarised data from other employers, members have been able to persuade their employer to redefine their role to enable significant pay increases above the personal contract norm and a more detailed personal development plan.

## Defending a wrongly accused member at Ørsted



Prospect defended an offshore technician wrongly accused of overclaiming overtime. We proved claims were in line with common practice at the organisation, and that no disciplinary action should be taken.

## Leave and allowance negotiations at SSE



Prospect negotiated a trial of directable leave for offshore workers on a 2-on/2-off work pattern. They will be able to take a week off in the year with the normal rules about line manager approval. We also negotiated pensionable offshore allowances.

## 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](https://prospect.org.uk/join)

