

From: northpost@prospect.org.uk
Sent: 08 May 2025 13:21
To: Goggin, Padraig
Subject: CAUTION: External email - Cavendish Nuclear - Final Pay Offer - Ballot to Follow



Dear Member,

Following a series of negotiations between Prospect, Unite (Sellafield), and Unite (Whetstone) representatives and Cavendish Nuclear, the company has made a final two-year pay offer which we are now preparing to put to a member ballot.

The final offer is as follows:

- Year 1 (from 1 April 2025): 3.6% increase to base pay and allowances
- Year 2 (from 1 April 2026): January CPI + 0.5% dependent on CPI falling within a range of 1% to 4% (outside of these limits would require further negotiation).

This is a straightforward offer on pay across the board, with no caveats or trade-offs on terms and conditions.

The company has confirmed that this pay award will be paid to all employees who were employed on April 1st, including those who have received pay progression since April 1st and those who have tendered their resignation since April 1st.

This offer represents a shift from the company's original position and follows constructive discussions where both sides gave due consideration to the priorities

and constraints involved. From the trade unions' perspective, the key drivers throughout this process have been:

- Member feedback about the need to address the pay vs inflation gap from recent years
- The importance of retaining skills and talent in the business
- The desire to settle this year's pay review without undue delay

From the business' perspective, affordability and competitiveness have been the central concerns. While the company has been clear that it cannot fully close the historical gap between inflation and pay, this multi-year deal goes some way towards narrowing it and offers certainty into 2026.

We believe this is the best offer that can be achieved through negotiation and represents above inflation pay increases for the next 2 years. Members will now have the opportunity to vote on whether to accept it.

A link to the ballot will be sent to those within the collective bargaining group on Monday, May 12th, and be open until noon, Tuesday, May 27th. Please keep an eye out for an email from us (including checking spam/junk folders). If you don't receive anything and believe that you are part of the collective bargaining group, please get in touch so we can make sure you're included in the process.

If you have any questions in the meantime, please speak to your local rep or contact prospect@cavendishnuclear.com.

Best regards,

Paddy Goggin

Branch Secretary, Prospect

On behalf of Prospect, Unite (Sellafield) and Unite (Whetstone) Branches

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