

EXAMPLE AGENDA ONLY

The finalised agenda will be available around
one week prior to the session.

Engineering and Construction HR Workshop call

6th November 2025

09:30am – 11:00am

Workshop Agenda

Please note, group members are asked to refrain from engaging in discussions (formal and/or informal) on any subject of a competitively sensitive nature, unless it is in the public domain. Specifically, members should not enter into discussions, which have a bearing on individual group member decisions in relation to negotiations with employees over planned/projected salaries/compensation or working conditions.

Welcome from Paydata

- Guidelines regarding discussion content.
- Brief background to the workshop.
- Introductions / updates from attendees.

Pay trends update

- Paydata will present an analysis showing historic and predicted pay trends across this industry sector and nationally, across all industries.
 - Includes an analysis of inflation vs pay movements.
 - Discussion topics:
 - Update on the delayed negotiations for the 2026 NAECL pay review.
 - Implications of the current industrial action at Sellafield.
 - Are companies delaying their reviews as a result of the above?
- Paydata will also present a short analysis from the results of the UK Reward Survey across this industry sector and nationally, across all industries.
 - Includes recruitment and retention trends.

Salary survey update

- Paydata will present an update on the current Engineering and Construction Salary Survey progress, including timescales for report outputs.

Suggested discussion topics by group members:

- Pay, recruitment and retention.
 - Current challenges and best practices in attracting and retaining skilled employees.
 - Balancing competitive pay structures with organisational constraints.
 - Approaches to upcoming pay reviews following a period of significant external disruptions such as Covid, inflation, economic shifts.
- Current market practice.
 - Pension arrangements / changes.
 - Allowances – On-call, Nights, Evenings, etc.
 - EU Pay Transparency.

Open forum

- An opportunity for attendees to discuss other HR issues and gather information.

Future workshops

- Discuss timing and content for future workshops.

Meeting closes

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