



**Balfour Beatty Bailey**  
WORKING TOGETHER FOR NUCLEAR NEW BUILD

7<sup>th</sup> June 2021

**On behalf of Balfour Beatty Bailey joint venture (BBB JV) operating at Hinkley Point C**

Balfour Beatty Kilpatrick and NG Bailey are working together to help deliver the first new nuclear build in the UK for over 20 years. Both companies adhere fully to all Working Rule Agreements as they apply to each of their construction sites across the UK, working with the relevant signatory Trade Unions.

We are committed going forward to working with the Trade Unions and their representatives in accordance with the consultation and governance structures of HPC and the relevant National Agreements which include the SJIB/JIB.

Balfour Beatty Kilpatrick and NG Bailey are committed to a programme that supports the development of fully trained and qualified Electricians of the future through the SJIB/JIB Apprenticeship schemes.

Hinkley Point C has its own bespoke agreement, developed between EDF, Unite and GMB in 2013, which includes a specific Engineering Construction Sector Agreement.

The disputed Electrical training standards developed by the ECITB for HPC to create the Electrical Support Operative have been permanently withdrawn by EDF after Unite raised concerns and do not form part of our current or future development plans.

The ECO / HSO role is a specific and an important social commitment in the HPC bespoke agreement, all issues and concerns associated with these unique roles are resolved through the consultation procedures established at HPC. Unite have been fully involved in the consultation process and all parties remain committed to finding an acceptable resolution that meets the intent of the HPC sector agreement, including provision for apprenticeships and is agreed by all parties.

Balfour Beatty Kilpatrick, NG Bailey and Unite have confirmed that any agreements reached on HPC will only apply to HPC. On other sites all parties, including Unite, will continue to work under the relevant National/Working Rule Agreements, including the SJIB/JIB, and maintain meaningful engagement with each other.

Going forward EDF, Balfour Beatty Kilpatrick, NG Bailey and Unite commit to established routes and practices of dispute resolution, to ensure the successful delivery of HPC.

Yours sincerely

Simon Lafferty and Mike Darlington  
**MD Balfour Beatty Kilpatrick and NG Bailey**