

## **BYLOR REDUNDANCY UPDATE – 16.01.2026**

Redundancy packs for Monday, 19th January meeting will be available from 7am, Monday at Hinkley campus.

Union reps will be available at the campus to assist all members

**Voluntary redundancy has now been extended to Friday 23rd January.**

Please be aware there are restrictions now on certain trades and Voluntary redundancy can be declined for company needs.

Trade union representatives will be available to provide support during the consultation period and will be based in the upstairs bar area of the Hinkley Campus.

GMB Union would like to thank you for your patience during this period.

(Please be aware the information could be subject to change)

## **Bylor redundancy update – 08/12/2025**

Following a meeting which took place **between both Trade unions and Bylor management the trade unions** can share the following information regarding **Bylor redundancies 2026.**

· Bylor At-Risk emails will be sent out at the **start of January 2026.**

Roughly 1700 at risk emails will be sent out.

· 1st consultation meeting that will take place are in Hinkley campus from the 6th of January.

**251 – Carpenters**

**357 – Steel fixers**

**107 – Concrete team**

**9 – Groundworkers**

**25 – Welders**

**351 – Logistics**

**(Break down of trade pools in Logistics category to follow)**

**164 – Crane team**

**94 – Scaffolders**

**18- Plant Operators**

**7 – Electricians**

Total **1383 core Baylor** workforce this does not include the short-term agency workers, Baylor short term contract holders & ConstruGomes.

- Blue hats & Grey hats will be including in their own trade pool but made redundant pro rata to white hats.
- The matrix scores will be calculated on the following dates 30th June 2025 to 30th November 2025.

We have agreed amendments to the current matrix system where:

- Attendance is now 1-4 days for 5 points which will be brought in line with the timekeeping category.
- Performance plans are now based on the last 6 months and not 12 as previous matrix has shown.

#### **Baylor voluntary resignation update – 08/12/2025**

Anyone who wishes to apply for voluntary resignation up to 19th December will be paid all accrued holidays and the 2 bank holidays (25th Dec & 26th Dec). These will be in your final pay on January 7th 2026.

If you wish to take voluntary resignation you will need to by the 12th Dec, you will need to email [workforce@baylor.co.uk](mailto:workforce@baylor.co.uk) to confirm

#### **Baylor 2026 Shift pattern update – 08/12/2025**

Please be aware Baylor are forecasting the following for 2026, **Baylor will need to give you 2 weeks' notice.**

This is looking to take place after the redundancies have finished.

- **3025 Dayshift**

- **650 Nightshift**
- **15 Backshift**

Unite the Union / GMB

(Please be aware the information could be subject to change)

GMB Union is here for you. We understand that news regarding the upcoming Baylor redundancies for 2026 can be worrying, especially before the festive period. Rest assured, your GMB representatives are trained and equipped to deal with this situation. We encourage you to enjoy the festive period in calm and joy. We will deal with the redundancy process once the official at-risk letters arrive in January.