



**7<sup>TH</sup> NRRW Governance Group**

**04<sup>th</sup> July 2025**

**Meeting Minutes**

**Attendees**

Organisation	Role	Abbreviation in text
Independent	Chairperson	Chair
UKHSA	Radiation Epidemiology Group Leader	UKHSA-1
UKHSA	Deputy Director, Radiation Protection Sciences	UKHSA-2
UKHSA	Radiation Epidemiology Database Manager	UKHSA-3
UKHSA	Secretariat	UKHSA-4
UKHSA	Radiation Epidemiology Database Analyst	UKHSA-5
UKHSA	Radiation Epidemiology Statistician	UKHSA-6
AWE	Dosimetry & Radiation Protection	AWE-1
AWE	Head of ADS Aldermaston (DRPS)	AWE-3
AWE	Graduate Student	AWE-4
NDA	Epidemiology Research Manager	NDA-1
MOD	Consultant in Submarine and Radiation Medicine	MOD-2
Sellafield	Deputy Head of ADS	Sellafield-1
Sellafield	Chief Medical Officer	Sellafield-2
Sellafield	Head of ADS	Sellafield-3
Springfields	Archives, Dosimetry & OH Services Manager	Springfields-1
Springfields	Head of Radiological Protection	Springfields-2
UKAEA	Safety, Health, Environment & Quality	UKAEA-1
UNITE	Trade Union Convenor	UNITE-1

**Apologies**

Organisation	Role	Abbreviation in text
EDF	Chief Medical Officer	EDF-1
AWE	Head of ADS	AWE-2
MOD	Civilian Consultant in Radiation Medicine	MOD-1
UKAEA	Corporate Assurance Manager	UKAEA-2
GMB	Trade Union Convenor	GMB-1
GMB	Deputy Trade Union Convenor	GMB-2
Prospect	Trade Union Negotiation Officer	Prospect-1
Rolls Royce	Deputy Head of ADS	Rolls Royce-1
Independent	Lay Member	Lay-1

**1. Introductions**

- 1.1. The chair welcomed everyone to the meeting, introductions from all members were made and apologies were noted.

**2. Review of minutes**

- 2.1. Minutes from the 6th NRRW Governance Group meeting held in January were confirmed and approved.

- 2.2. Review of outstanding actions:

**03-01:** Write a letter to be signed by the Governance Group and sent to DWP by UKHSA senior management

Update: UKHSA-1 confirmed that this action is still ongoing and should be revisited in 2026

**04-02:** Share the current job titles/grade to social class mapping.

Update: UKHSA-1 confirmed that this action is still ongoing and should be revisited in 2026

**05-01:** Resolve outstanding issues on informing Sellafield workers about NRRW, and follow up as appropriate with Sellafield HR.

Update: Sellafield-1 confirmed that this action is still ongoing regarding the Annual Returns data from 2021 onwards. Returns up to 2020 as well as internal data has been supplied.

Both UKHSA and Sellafield representatives are happy that they are legally covered to supply and receive this data from those who historically knew about NRRW and that the issue concerns only those employees that newly started within the affected time period, however, to move forward, Union sign off is still required. Sellafield-2 stated that there was divided opinion on this by workforce representatives which needs discussing.

**Action: Sellafield-3 to arrange a meeting with Unions ASAP to discuss any concerns or requirements for any additional communication.**

**05-04:** Write a project business plan and send it to NDA -1

Update: UKHSA-1 submitted the business plan to NDA-1 in Feb 2025, however NDA-1 confirmed that due to budget constraints this was not approved this financial year. UKHSA-1 plans to resubmit February 2026.

**06-01:** Circulate links to INWORKS2 papers

Update: Complete.

### 3. Organisation updates

- 3.1. UKHSA-1 informed the meeting that a new database Analyst UKHSA-5 has been appointed and confirmed that the UKHSA database team are back up to full strength.

### 4. Status of NRRW

- 4.1. **National Radiation Epidemiology Database (NRED):** UKHSA-3 presented on the status of the NRED database with the three main areas of focus:

1. Investigating and rectifying abnormal Annual Return dose records found through the Analysis Export.
2. The completion of import of raw internal bioassay data received from Sellafield-1 and preparing these data to send on to the UKHSA Internal Dosimetry team to calculate annual internal organ doses.
3. The upload of both Annual Returns and Follow-Up data into the Database.

**Data collection: annual returns, follow up data:** UKHSA-3 presented the status of the annual return and follow-up data progress confirming that these were progressing well. The UKHSA Enterprise Data Analytics Platform (EDAP) UKHSA platform is now up and running and will now be used to supply the ONS Mortality data that has been delayed while this system has been put in place.

#### **Contractor Data:**

It has come to light there is an issue of missing doses for employees that enter NRRW during permanent employment with a site licence holder but then leave to go on to become contractors, often at the same site. These contractor doses no longer feed into NRRW. As a result, these employees' cumulative lifetime doses, which are the basis of the risk models, will be too low. At Sellafield site this has been estimated to be a 10% underestimate of total dose.

UKHSA-1 requested that where permanent employees, already on the NRRW go on to become contractors and continue to be monitored by the same ADS, that these doses should be provided to UKHSA to ensure, as far as possible, that NRRW has a complete dose record for each employee.

UKHSA-1 confirmed that the UKHSA legal team had no issues with this because having already been directly employed at a site run by an employer participating in NRRW they would have been informed about the study in the normal way and been given the opportunity to decide not to take part.

Concerns were raised over assuming continued awareness of NRRW and consent when moving employer. It was recognised that with the change in working patterns leaning more toward a higher number of contractors and people moving between workplaces it is an issue that will become more frequent.

The option of whether NRRW information could be written into contracts between the Site Licence Holder and the Contracting company to maintain the awareness of NRRW to all workers including contractors on site was also discussed.

It was noted by the Chair that there is scientific need and risk in not having this contractor data, but a general unease about collecting this under current NDA's. One course of action was to reach out to contracting companies to invite them to participate in NRRW however this is potentially quite difficult due to the continual churn in contracting companies.

**ACTION: All sites to send UKHSA-1 details of large Contractor companies to approach about NRRW.**

**ACTION: UKHSA-1 to arrange a discussion between UKHSA legal team and NDA legal team to discuss and provide an opinion from an employer perspective.**

## 5. Updates on database development projects

UKHSA-1 gave updates on the following projects:

- 5.1. **Occupational Health (OH) data:** Collecting OH data to combine with radiation doses could enrich and provide better insight into disease outcomes, for example smoking. The relocation of the pilot study from Sellafield to Springfields was approved in previous meetings. Details of the study are also available on the [www.gov.uk](http://www.gov.uk) website.

<https://www.gov.uk/government/publications/radiation-workers-and-their-health-national-study/pilot-study-to-evaluate-the-value-of-occupational-health-data-to-improve-the-quality-of-the-estimate-of-health-effects-from-radiation-exposure-in-the>

Springfields-1 confirmed the relevant electronically stored Occupational Health Data covered the period between 1986-2014 and that the DPIA had recently been approved at Springfields, communication to the workers has been drafted. Currently waiting on confirmation from the Unions, and a discussion with NDA over ownership of the records for the period before Westinghouse took over the management of the site.

An anonymous example of this data will be sent through to UKHSA to understand the format and decide on the usefulness of this data. Based on this, the NRRW Ethical approval will be updated to include the relevant Occupational Health data. If this data proves useful UKHSA-1 plans to reach out to other sites for similar information.

**ACTION: Springfields-1 to discuss information governance with NDA-1 regarding the supply of this information.**

- 5.2. **Internal dose calculations:** With the historical bioassay data from Sellafield now processed into the NRED database ready for the UKHSA dosimetry team to conduct analysis calculations, UKHSA-1 confirmed that they would like to expand this to other employers and has already reached out to AWE.

AWE-1 confirmed that their dosimetry records are currently being digitalised from paper records encompassing the period 1952-1994, once complete these can be used to generate a datafile for processing into the NRRW. However, this is currently delayed due to resourcing and other projects.

**ACTION: AWE-1 to send a sample of AWE bioassay to UKHSA-3 to understand loading requirements into NRRW.**

UKAEA have digitalised bioassay data from the Shield database that can also be re-loaded into the new NRRW NRED database.

**ACTION: UKAEA-1 to contact their ADS to let them know that UKHSA-1 will be requesting Bioassay data.**

## 6. Updates on analysis projects

6.1. **INWORKS:** Data from NRRW contributed to the International Workers Study, coming to the end of the second and final round of work on this. UKHSA-6 to present the current analysis of the non-cancer disease aspect of this work (please see agenda item 10) with the intent on having this published by the end of 2025.

6.2. **Springfields analysis:** UKHSA-1 informed the group that, unfortunately, both papers on this study were rejected, resulting in the requirement to re-run the analysis in a slightly different way and re-submit, no change in the conclusion of the paper are expected. Likely to be completed later in 2025 and be resubmitted to the same journals; Journal of Radiological Protection and Radiation Research.

6.3. **iPAUW:** UKHSA-1 stated that the long running International Pooled Analysis of Uranium (Processed Workers) project is nearing completion. Springfields data for the external analysis comparing workers mortality with national rates has been shared. The Standardised Mortality Ratio analysis has been completed and results will be sent to UKHSA-1 for review. Tables for dose response analysis will be sent out later in 2025.

6.4. UKHSA-2 stated the significant value of the NRRW internationally with two important documents being approved at UNSCEAR last month one on Cancer Risk and one on Circulatory system both containing NRRW data and are used for the assessment of risk internationally.

## 7. Approval for Sellafield Analysis

7.1. A paper outlining the Sellafield analysis was circulated prior to the meeting, UKHSA-1 gave a quick overview and asked for approval from the group to perform this analysis.

A discussion was held as to what determines internal monitoring regimes, confirming that there may be biases in regard to work location or job title. UKHSA-1 confirmed that sensitivity analysis will be performed to understand the actual doses and timelines of these doses to be able to group an 'internal worker' who receives a null internal dose separately compared to 'internal workers' who receive larger internal doses.

**The Governance group approved this Analysis**

**8. Hospital Episode Statistics for approval:**

8.1. UKHSA-1 confirmed the HPRU application grant began in April 2025. Focusing on two projects relating to NRRW one of which is HES data:

**Project 1: Cardiovascular Disease Incidence following low-dose occupational radiation exposure.**

Up to now only circulatory disease incidents that result in mortality are included in our analysis. Non-fatal events are not recorded on a register in the same way as cancer incidences are so direct information about them are not available. However, indirect information can be obtained from Hospital Episode statistics (HES) data about treatment for cardiovascular events which although not immediately fatal may still have been potentially related to radiation exposure. This project will attempt to start collection of HES data into the NRRW and to use these data to better evaluate the risk of cardiovascular disease from radiation exposure.

UKHSA-1 provided a summary of the request to collect HES data for employees within NRRW. This data is available through the UKHSA EDAP system and for some HES data this goes back to 1989 data such as admitted patient care, 2008 for other data such as Adult critical care. The data that UKHSA-1 would like to collect includes the date, reason, age at incident, Diagnostic code, episode end data and Treatment codes.

Concerns were raised over the need to collect Treatment codes, although it was discussed that these Treatment codes could be helpful in defining the outcome and severity of the disease it was agreed the explanation of the use of the treatment code needed rewording on the NRRW Protocol document.

Following further discussion, it was agreed to limit collection of HES data to that for circulatory disease episodes only.

**ACTION: UKHSA-1 to make change to NRRW Protocol to contain the clarification on requirement for Treatment code, and restrictive searches to collect data for Circulatory disease episodes only.**

Chair clarified that there is a national opt out of NHS data being used for research. Approval for the collection and storage of HES data is conditional on the revised Protocol acceptance which would include discussions with Union members.

**Action: UKHSA-1 to arrange a call with All Union Representatives to discuss the use of HES data in NRRW**

UKHSA-1 has put in an application to Caldicott to extend 251 to include collection and holding of HES data. If this is approved and once the Protocol has been updated and approved by the Governance Group a new application to amend the NRRW NHS Research Ethics Committee approval to extend the range of data to be processed in NRRW to include these HES data will be made.

Once both Union and Ethical approval have been sought and all amendments have been made the revised Protocol document will be shared with the NRRW Governance group for approval and once approved by all, loaded onto www.Gov website.

**ACTION: UKHSA-1 to circulate revised NRRW Protocol documents for approval once amendments made.**

#### **9. HPRU Project 2: Including radiation-exposed health care workers in NRRW.**

This project aims to start to recruit Hospital Trusts as employers into the NRRW so that surveillance of the health of individually monitored health care workers can be monitored.

UKHSA-1 requested support from the NRRW Governance Group to add occupationally exposed health care workers into the NRRW.

It was noted that retrospective data is unlikely to be possible, and there may be difficulties in tracking full dose history due to working patterns and nature of health workers moving around different hospitals like contractors. An expansion of the number of Trusts within the NRRW will hopefully mitigate this in the future.

UKHSA-1 has been working with the Health and Safety Executive to bring its inspectors into NRRW which it is believed would help bringing in Hospital trusts.

Its was confirmed that the Governance Group was supportive of this venture.

#### **10. INWORKS2: Non-Cancer Analysis**

UKHSA-6 presented their Non-Cancer Analysis work from the INWORKS2 (International Nuclear Workers Study) with the main aim of this study to evaluate long term health risks, particularly non-cancer disease mortality. This data is from a paper that is hopefully going to be published by the end of 2025.

It was found that there was no significant risk to the majority of disease mortality from radiation exposure. However, strong association with between radiation exposure and Circulatory diseases was found.

For Circulatory diseases, the highest risk is through Ischemic Heart Disease (IHD). With age of death mainly around 60-65 years of age, and Cerebrovascular Disease (CeVA) at age 70+. It was noted that persons dying with IHD could have contributed to CeVA had they not died of IHD at a younger age.

Location was also noted as a factor of excess risk with the UK showing higher risk than other European or American facilities within the study. Specifically northern locations within UK.

Sellafield-2 asked the reasoning regarding grouping Sellafield and Chapelcross sites together and separate to the rest of BNFL cohort sites, and whether this could be split

differently to look site by site for BNFL. It was confirmed that this specific split was following previous data analysis, so it was comparable to previous analysis. However, UKHSA-6 stated that they would look into the possibility of this and report back to the group any findings.

**ACTION: Circulate slides from Non-Cancer analysis to group (not for further distribution). Further comments from members will be welcome.**

## 11. AOB

The Chair noted the resignation of Lay-1 from the group and reached out to all representatives to recruit a replacement.

**ACTION: Both AWE and UKAEA to advertise for a new Lay member. UKAEA in their Combined Pension Scheme newsletter, and AWE on their Company Portal.**

It was also noted that there were fewer Union representatives in attendance than has been the case generally and for the first time we were close to falling below quorum. Trade Union colleagues were invited to consider identifying additional members to cover absences.

**ACTION: UKHSA-1 to talk to union reps to ensure cover of union reps for meeting. Sellafeld-2 also to talk to union in their next meeting.**

UKHSA-2 noted that the 'Living with Radiation' booklet produced by UKHSA has been updated with the link below:

[https://www.ukhsa-protectionservices.org.uk/cms/assets/gfx/content/resource\\_5727csdc36381778.pdf](https://www.ukhsa-protectionservices.org.uk/cms/assets/gfx/content/resource_5727csdc36381778.pdf)

and that the European Radiation Protection week will occur in London 29<sup>th</sup> Sept – 3<sup>rd</sup> October 2025.

[Radiation Protection Week 2025 - Home](#)

## 12. Dates for Next meeting:

12.1. The next meeting will be held in January 2026 dates will be circulated for agreement and the final date will be confirmed to the group based on the majority.

## 13. Review of actions

13.1. The Chair led a review of actions from the meeting.

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**ACTION LOG**

Meeting	Ref.	Action	Owner	Due date	Status
27/01/23 [02]	02-02	Ask employers how they share information about the NRRW study with their employees including the option to opt-out.	UKHSA-1	30/06/2023	Complete
07/07/23 [03]	03-01	Write a letter to be signed by the Governance Group and sent to DWP by UKHSA senior management.	UKHSA-1	31/12/2023	To be revisited in 2026
07/07/23 [03]	03-02	Draft DPIA for the pilot study stating that all reasonable efforts will be made to inform workers via notifications in company/pension newsletters.	UKHSA-1	31/12/2023	Complete
07/07/23 [03]	03-03	Share the biological samples pilot study report & presentation slides.	UKHSA-4	31/12/2023	Complete
07/07/23 [03]	03-04	Suggest updated wording for the Terms of Reference.	NDA-1, UKHSA-1	31/07/2023	Complete
26/01/24 [04]	04-01	Provide a report on how employers are informing their employees about NRRW.	UKHSA-1	19/07/2024	Complete
26/01/24 [04]	04-02	Share the current job titles/grade to social class mapping.	UKHSA-1	19/07/2024	In progress
26/01/24 [04]	04-03	Circulate a meeting invite for the July 2024 meeting.	UKHSA-4	29/02/2024	Complete
19/07/24 [05]	05-01	Resolve outstanding issues on informing Sellafield workers about NRRW, and follow up as appropriate with Sellafield HR.  <b>UPDATE 24/01/2025:</b> Sellafield and union representatives to meet independently of this meeting to discuss best way to communicate this information to the work force	Sellafield-1, Prospect-1, GMB-1 & NDA -1, UKHSA-2	24/01/2025	In progress
19/07/24 [05]	05-02	Information sheet on the Springfield pilot study to be generated and shared with Prospect 1, GMB1 & UNITE -1	UKHSA-1	24/01//25	Complete
19/07/24 [05]	05-03	Circulate the presentation slides (IPAUW Uranium workers) to the group	UKHSA-4	2401/25	Complete

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19/07/24 [05]	05-04	Write a project business plan and send it to NDA -1	UKHSA - 1	24/01/2025	Complete
19/07/24 [05]	05-05	Circulate a meeting invite for the January 2025 meeting	UKHSA-4	24/01/2025	Complete
24/01/2025 [06]	06-01	Circulate links to INWORKS2 papers	UKHSA-1	Jul-25	Complete
04/07/2025 [07]	07-01	All sites to send details of large contractor companies to UKHSA	ALL	01/01/2026	In progress
04/07/2025 [07]	07-02	Discussion to be held between UKHSA and NDA legal teams regarding Contractor data	UKHSA-1, NDA-1	01/01/2026	In progress
04/07/2025 [07]	07-03	Discussion on Information governance of Occupational Health data.	Springfields-1, NDA-1	01/01/2026	In progress
04/07/2025 [07]	07-04	Sample Bioassay data from AWE to be shared with UKHSA	AWE-1, UKHSA-3	01/01/2026	In progress
04/07/2025 [07]	07-05	UKAEA to contact their ADS to prepare to send Bioassay data	UKAEA-1	01/01/2026	In progress
04/07/2025 [07]	07-06	Discussion to be held between UKHSA-1 and Union Representatives regarding HES data	UKHSA-1, UNITE-1. Prospect-1, GMB-1, GMB-2	01/01/2026	In progress
04/07/2025 [07]	07-07	Make changes to NRRW Governance group protocol with clarification on requirement for Treatment codes and the restrictive searches of HES data and once 07-06 is also complete circulate revised NRRW Governance Group Protocol documents for approval	UKHSA-1	01/01/2026	In progress
04/07/2025 [07]	07-08	Circulate Slides from INWORKS2 Non-Cancer Analysis presentation	UKHSA-6	01/01/2026	In progress
04/07/2025 [07]	07-09	Advertise to recruit new Lay member to NRRW Governance Group. AWE on Company Portal, UKAEA in Pension Newsletter.	AWE-1, AWE-3, UKAEA-1	01/01/2026	In progress
04/07/2025 [07]	07-10	Discuss the possibility of additional Union Representatives and deputies to NRRW Governance Group	UKHSA-1, UNITE-1. Prospect-1, GMB-1, GMB-2	01/01/2026	In progress

**ABBREVIATIONS**

ADS	Approved Dosimetry Service
AWE	Atomic Weapons Establishment
BNFL	British Nuclear Fuels Ltd
COMARE	Committee on Medical Aspects of Radiation in the Environment
DPIA	Data Protection Impact Assessment
DSA	Data Sharing Agreement
DWP	Department for Work & Pensions
EDF	Électricité de France
EU	European Union
GMB	GMB Trade Union
HRG	Head of Research Governance
IARC	International Agency for Research on Cancer
ICRP	International Commission on Radiological Protection
INWORKS	The International Nuclear Workers Study
iPAUW	International Pooled Analysis of Uranium Processing Workers
MOD	Ministry of Defence
NDA	Nuclear Decommissioning Agency
NHS	National Health Service
NRED	National Radiation Epidemiology Database
NRRW	National Registry for Radiation Workers
NRS	National Records of Scotland
OH	Occupational Health
ONS	Office for National Statistics
PBPP	Public Benefit and Privacy Panel
REC	Research Ethics Committee
TOR	Terms of Reference
UKAEA	UK Atomic Energy Authority
UKHSA	UK Health Security Agency
UNSCEAR	United Nations Scientific Committee on the Effects of Atomic Radiation