

Introducing Our New President



Jack Devers of Co-operative Retail Logistics was installed as the 2009/10 NACO President at this year's AGM by outgoing President, Karen Froggatt.

Speaking at the AGM Jack said: "I am greatly honoured and privileged to take up this position. I have a long association with NACO and during my year in

office I will uphold the traditions and values of NACO and will ensure we continue doing what we do best, serving the needs of our members."

The President's Charity for the year is going to be the Parkinson's Disease Society and Jack is planning a Charity Golf Day in September. Watch this space for more information.

In her President's Address to the AGM, Karen Froggatt summarised the process and outcomes of the Association's strategic review, which has recently been completed, and explained the importance of NACO at a time of tremendous change in the movement.

"It sounds like a cliché, but surely 'our time has come'," said

Karen. "We'll hopefully go from strength to strength, and the success of our societies should rightly be shared with their stakeholders – not least their employees."

Karen thanked NACO members and staff for their support during her term of office and especially for helping to raise enough money for a PlayPump® for her chosen charity, The One Foundation. The PlayPump® is a water pump powered by a roundabout for children to play on. Every £7,500 raised for The One Foundation means an extra PlayPump® can be installed, giving 2,500 people access to ten years of clean drinking water.

There's a full report on this year's AGM and Members' Conference starting on page 4.

Plymouth Society Looks to Merge with the Co-operative Group

Plymouth & South West Co-operative Society has announced proposals to merge with the Co-operative Group, subject to approval by its members.

Barbara Dure, President of Plymouth & South West Co-operative, said: "Joining the Co-operative Group will give us access to the resources needed to develop our presence far more effectively than we could alone."

Len Wardle, Chair of the Co-operative Group, said: "We

believe a combined business will offer significant scale and resources that will bring great benefits to members, staff and our communities."

A decision on the merger is expected in June, after special members' meetings have taken place. On merger, employees of Plymouth Society would transfer to the Co-operative Group with all their existing terms and conditions, contractual entitlement and service related entitlements intact.

See page 3.



6a Clarendon Place, Hyde,
Cheshire SK14 2QZ.
T: 0161 351 7900
F: 0161 366 6800
E: info@nacoco-op.org
W: www.naco.coop



Neil Buist, General Secretary

Welcome

I would like to thank all of you who came along to this year's AGM and Members' Conference. We were delighted with the level of support and I believe this was one of the most positive and vibrant annual conferences in recent years.

In this issue of *co-operative official*, I am going to give a brief overview of the Association's strategic review. A full report will be included in the next issue, but I would like to highlight some of the key issues and outcomes. The strategic review, undertaken by General Council and NACO officials, has been a very thorough process. We literally did

professional representation – both individually and collectively – to an engaged and vibrant membership”.

If we are to continue to thrive we – NACO's officials and elected representatives – must deliver what our customers – i.e. NACO's members – want and need. We also have to be capable of responding effectively to the needs of individual members, as well as our members as a collective.

Then comes a particular challenge that we need to focus on, i.e. having “an engaged and vibrant membership”. That's you and colleagues like you. We need

“The strategic review, undertaken by General Council and NACO officials, has been a very thorough process.”

start from scratch – considering what our purpose should be within a co-operative movement of the size and shape it is today, what our priorities should be, how we should be structured, and how can we remain financially sustainable.

The first thing we addressed was our vision for the future. That is, “to be a strong, independent Trade Union, focused on meeting members' needs and aspirations”. Short and sharp, but arrived at after lots of thought.

Next came our mission statement, which we agreed as, “to provide effective,

you to be as ‘engaged’ (a term that's increasingly common) as possible with NACO, to be informed, to take an active interest and to want to get more involved.

Echoing Karen's comments at the AGM, I would like to thank all those involved in putting together the strategic review and especially Chris Cooper of the Co-operative College for guiding us through the whole process.

I hope you enjoy this issue of *co-operative official* and find it useful. As always, there was a lot to pack in!

Happy reading!

Britannia Merger Approved



Members of Britannia Building Society voted overwhelmingly to join The Co-operative Financial Services at their AGM on 29 April.

The merger, which has already been approved by The Co-operative Group and CFS Boards, is expected to become effective on 1 August, subject to confirmation by the FSA. The new business will have £70 billion of assets, nine million customers, 12,000 employees, more than 300 branches and 20 corporate banking centres.

According to CFS and Britannia, there will be no compulsory redundancies among branch staff as a result of the merger, although it is expected that there will be some reduction in roles during the three year integration process. However, any compulsory redundancies will be kept to a minimum through redeployment, re-training and normal staff turnover.

The merged business will continue to have a significant presence in Leek and Manchester, and combining the two branch networks will increase the number of branches available for customers to more than 300. The combined business will expect to deliver more than £60 million a year in efficiency and revenue benefits.

“The combined business will expect to deliver more than £60 million a year in efficiency and revenue benefits.”

The business will be led by current Britannia Group Chief Executive Neville Richardson and Bob Burlton, the current CFS non-executive Chairman, will chair the new board.

Neville Richardson said: “I'm delighted that Britannia members have endorsed their Board's

recommendation to merge with CFS. The combined and complementary strengths of our businesses will offer customers a strong, fair and ethical alternative to banking plcs.”

CFS Chairman Bob Burlton added: “Both businesses have been pursuing successful strategies independently and are strong in their own right, but we recognise we could be even more successful by coming together to create the UK's most trusted financial services business.”

“It's encouraging to hear that compulsory redundancies at the new merged business will be kept to a minimum,” says Alastair MacGregor, Senior Assistant Secretary of NACO. “However, we will be keeping in close contact with senior managers over the three year integration process and will be representing the best interests of our members at all times.”



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Plymouth Looks to Merge with Group (continued from front page)

The proposed merger of Plymouth & South West Co-operative Society and the Co-operative Group is welcomed by NACO.



Neil Buist says: “NACO believes that the proposed transfer of engagements of Plymouth & South West Co-operative to the Co-operative Group, from a position of strength, is in the long term interest of the business. We will be working closely with both organisations

to ensure that our members are well represented throughout the process.”

NACO has secured good long term protection for those of its members employed by Plymouth Society. All members will have guaranteed employment for 12 months after the proposed merger and, for any of those roles that are declared redundant, there would be enhanced redundancy based

on the Rome terms agreed when the Group merged with United Co-operatives in 2007.

If the merger goes ahead, Plymouth Society's head office will eventually be closed, but all Group vacancies will be offered locally, providing redeployment opportunities wherever possible.

Special members' meetings at Plymouth & South West Co-operative, for members to vote on the proposed merger, take place in May and June.

Members' Conference and AGM: Special Report



Professor Leigh Sparks

This year's Members' Conference and AGM were held at Thistle East Midlands Airport Hotel in Castle Donington, Derbyshire, and were very well attended with some 100 members from all over the country coming along to the Association's premier annual event.

The Members' Conference was opened by Karen Froggatt, NACO President for 2008, who introduced Professor Leigh Sparks from Stirling University. Professor Sparks examined current trends and pressures on the retailing environment at present, including the demand by consumers for increasing convenience, not just in terms of where stores are located, but also in terms of the products they buy. He examined the trend towards multi-channel distribution for retailers, as well as drawing attention to the ongoing rise of discounters such as Aldi and Lidl in food retail, but also in non-food too, with the likes of Peacocks and TK Maxx.

He looked at the current 'rebirth' of the Co-operative Group, and other societies, which have seen

real and sustained improvements in recent years, but he cautioned against complacency. However, he acknowledged that there was a real sense that current economic conditions had led to an increase of trust in co-operatives and mutuals.

"This is a great opportunity to be grasped by co-operatives," said Professor Sparks. "There is a wave now to be caught, combining both trade and ethics – co-operatives are well placed to benefit, so long as they focus on good retailing at the same time."



Ursula Lidbetter

Ursula Lidbetter, Chief Executive of Lincolnshire Co-operative, then addressed the conference on the subject of power in co-operatives, and the importance of members and how they exercise their rights and responsibilities. She drew attention to the current debate about MPs expenses and said that there is a need to reinvigorate the concept of public service and public office.

"In a co-operative, the members have the power and the founders would have had a clear vision of what the society is for," she said.

In the case of Lincolnshire Co-operative, she quoted from an early minute book where the society had described its mission as 'changing the world for its members'.

Ursula described how, in many co-operatives, power has moved progressively from members to the CEO or managers. But she said this brings immense responsibilities on managers to ask themselves the question when making any decision, "if the members knew what I know, what would they decide?" This

method, she says, is fail safe and always delivers the correct result.

"If all of us here at this conference acted in the best interests of our co-operative members, then we would always make the right decisions and we have the power to make our co-operatives truly great."

During the AGM, a number of awards were presented to members who have made a special contribution to the work of the Association.

Posthumous Honorary Life Membership

Dewi Williams commenced his employment with the Co-operative Union Limited in November 1961 in the Research and Statistical Department before moving onto the Trade Advisory Section. Dewi joined NACO in August 1970 as a Research and Administrative Assistant before being promoted in 1974 to Assistant Secretary.

Speaking about Dewi, former NACO General Secretary Lindsay Ewing said: "Dewi's vast knowledge of the co-operative movement was invaluable to NACO. He was involved in all



Delma Rose Yorath presents the Kevin Yorath Memorial Award to Tony McCarthy

aspects of NACO work, including mainstream collective bargaining, negotiating terms for NACO members, administration and organising conferences and seminars. Dewi was particularly adept in individual representation of members during disciplinary and grievance procedures."

Dewi had suffered with leukaemia and had been on long term sick leave since April 1999 and he sadly died in January 2009.

Speaking about the award Denise Williams said: "Thanks to everyone at NACO. My husband Dewi was a fine trade union official and a great man. He would have been so proud."

Kevin Yorath Memorial Award Tony McCarthy has worked in the co-operative



Denise Williams and Lindsay Ewing

movement since 1966, when he joined the CWS funeral service in Liverpool, eventually becoming National Funeral Manager at CRS. He always encouraged his managers to join NACO and CFSMA and to attend the divisional and national meetings.

Although he was a member of NACO for many years, Tony's involvement with NACO stepped up a gear in the 1980's when he, with colleagues, researched and completed a "special case" for Funeral Managers, and the changes which were contained in this research were later written in to the NODMA agreement.

In presenting the award, Delma Rose Yorath said: "All of the nominations were very worthy but Tony has been involved with the Association for some 40 years and he really fulfils the criteria for the Kevin Yorath Memorial Award."

Tony commented: "When I heard that I had been selected for this award, I thought it must be a mistake. It's hard to believe that 30 years ago at a meeting Kevin told me to stop grumbling about things and to do something. That was my impetus for getting more involved with NACO. I'm just flattered."

Members' Conference and AGM: Special Report

(continued)

For Service Awards

At the AGM, seven NACO For Service Awards were presented. The beneficiaries were from two clearly defined areas of the NACO democratic structure and so Karen Froggatt presented the awards in two groups. Karen thanked all the recipients for their commitment and dedication to the Association.

Samantha Rawlins and Malcolm Jepson

Samantha and Malcolm were nominated as a result of their involvement with United Co-operatives Managers' Association (UCMA) and, following the merger, the Co-operative Group Council. Malcolm was Chairman of UCMA and a serving member for eight years. He was committed to recruiting members to NACO and developed and introduced a NACO website on the United intranet. Samantha was UCMA Secretary and was instrumental in arranging members' meetings, providing a full administrative support and in recruiting and representing members in United Co-operatives.

Liz Colling, Kevin Broyd, Derek Drury, David Fairclough and Paul Nightingale

The five recipients were nominated by their Constituent Association, the National Association of Co-operative Pharmacy Professionals (NACoPP).

Liz has been an active supporter of NACO and was a former President of her Constituent Association. She has helped organise numerous conferences for NACoPP and was a leading light in arranging relevant and engaging speakers.

Kevin worked in the Co-operative Pharmacy for over 30 years and has been involved in the Constituent Association for a major part of his career. He was a conference organiser on many occasions and instrumental in arranging sponsorship and exhibitors.

Derek was Superintendent Pharmacist for Leeds Co-operative before becoming Head of Information Services for the Co-operative Pharmacy. He served on the Executive Committee of NACoPP for many years and was a former President and Treasurer. Derek is recognised as a stalwart in supporting the educational elements of the annual conferences.

David worked for the Co-operative Group for over 25 years and was considered "the face" of Co-operative Pharmacy in Wales. He served the Executive Committee of NACoPP for over 10 years and has been an avid supporter of both NACO and the Constituent Association throughout his career.

Paul worked in the co-operative movement for over 20 years and was latterly the Divisional Manager for Scotland and North of England as well as being the Vice President of the National Negotiating Body for Pharmacists in Scotland. He was a member of the NACoPP Executive Committee for over 10 years and a former Secretary and President of the Constituent Association.

On the evening before the conference, the annual President's Dinner took place. This year's guest speaker was Stirling Smith, international co-operative expert and Co-operative College Associate.

Stirling Smith addressed the audience on the theme of 'association and human rights'. In a thought provoking speech, Stirling asked: "If you are a co-operator and don't want to see radical change, then why are you a co-operator at all?"

"Co-operation didn't start out solely to provide better food," he explained, "it was subversive and it was about creating a better society for people by collective effort."

This ideal is no less valid today, he continued, and even during a recession there is good evidence of people sticking with mutual and ethical businesses.

Internationalism is the natural home of co-operation, he added, and the movement should make more of the huge range of co-operative endeavour around the world. He reminded the audience that although other retailers trade across the globe, there is never going to be a UN recognised International Tesco Day. The co-operative movement is a force for good in the world and according to Stirling that's why it has a recognised day.

Meet Your Officials: Stefan Szymczak

Stefan Szymczak has been a familiar face around the co-operative complex in Manchester for almost 30 years, initially in a number of roles at the Co-operative Group (formerly CWS) and now as Assistant Secretary at NACO.

In his role at NACO, Stefan helps to bridge the gap that sometimes arises between members who work at the Co-operative Group, and the Group itself, their employer. On behalf of members, Stefan liaises with the Group's HR department, helping to sort out grievances and representing members at times of disciplinary action. On a day-to-day basis, Stefan is there to provide advice and guidance to members and to help resolve workplace issues that inevitably arise from time to time.

Stefan was seconded to NACO from the Group four years ago and in 2007 he transferred to working directly for NACO. With a wealth of co-operative experience, Stefan is a highly respected and valued member of the team.

Stefan started his working life in food sales, initially for Sutherlands, then Lyons Tetley, before taking up a position in the 'frozen foods and chilled procurement' department at the old CWS Food Manufacturing Group. Stefan is probably most associated with the role of Retail Liaison Manager at the Group, in which he was responsible for organising conferences, exhibitions and liaising with independent co-operative societies "for the good of Co-op Brand", as he says.

It was Kevin Yorath, former Assistant General Secretary, who



Stefan Szymczak

first got Stefan involved in the work of NACO.

"Kevin was the one who persuaded me to go onto the CWS – now the Co-operative Group – Council," explains Stefan. "A couple of years later I went onto General Council. I also got involved with helping out at conferences and events for NACO."

Eventually, Neil Buist, the Association's current General Secretary, approached Stefan about working for NACO on a permanent basis. As this was at a time of major cost cutting at the Group – Martin Beaumont's Project Chancellor – Stefan welcomed the opportunity presented to him.

"NACO is a wonderful organisation to work for," says Stefan. "You are left to get on with the job and, although you have to stand up and be counted, you get the support you need when you need it."

"Stefan is a highly respected and valued member of the team."

Stefan believes that NACO has a vital role to play in the co-operative movement today. "NACO is a good management organisation – as well as a trade union – and supports managers at all levels. For junior managers in particular, the pressures of business today mean that having someone there to offer help and guidance when it is needed can be very valuable."

Stefan feels that his biggest contribution to NACO has been helping to break down barriers at the Group.

"I can go anywhere and talk to anyone," he says. "It wasn't always like that and, with Neil, we've been able to develop a good partnership with the Group. This means if members have a problem, we can get in quickly and help sort things out – which is good not just for NACO and its members, but for the Group too."

A Yorkshireman born and bred, Stefan has lived in Sheffield all his life. When he is not offering a listening ear to NACO members, he spends a good deal of time with his grandchildren. Stefan says his hobbies include fine food and wine, and few who know Stefan will dispute this. In fact, Stefan has developed a bit of a reputation as a wine buff, often supporting the Group with Fairtrade wine demonstrations. From Chablis to Chateaufort, the latest wine recommendations are all part of the service...

Co-operative Group Management Agreement 2009

The last few months have been incredibly unpredictable for the economy and the country is in unprecedented territory with a retail prices index less than 0% and a period of deflation looking increasingly likely. The UK is experiencing a recession and it will probably be some time before things change significantly for the better. Against this backdrop, the Co-operative Group Council has undertaken a series of detailed negotiations with the Group to address the 2009 Management Agreement review.

“NACO will continue to monitor the economy and the retail sector and keep members abreast of any developments.”

During its negotiations, the Council was not only mindful of the state of the UK economy, but also the retail market place and the settlements reached for management grades in the private sector. The latest report by the Hay Group, for example, confirms that almost two-fifths of UK organisations plan to freeze salaries in 2009. The Council was also aware of the significant financial commitment that the Group has undertaken in relation to the acquisition of Somerfield and the ongoing brand campaign, which will make the Group a major player in the retail

sector. The position reached is summarised in the panel below.

“We are pleased that, in light of ongoing economic upheaval in the UK and the huge and complex task of integrating Somerfield into the Group, the Co-operative Group Council has now reached a settlement on the Management Agreement for 2009,” explains Neil Buist. “The Council considered the final offer very carefully and recognises that, in the current volatile economic climate, this represents a commitment by the Group to continue to increase management salaries.”

However, the Council was disappointed that variable pay has, once again, been suspended. For 2009 this was due to the integration of Somerfield within the Food Retail business and the desire of the Executive to provide a consistent approach to management salary increases in 2009. The Council is keen to progress discussions with the Group to develop a variable pay structure that will differentiate personal performance and reward those managers who contribute towards the success of the business.

The co-operative

In addition, whilst the Council recognised that the Group has again provided funding to reward the Role Band 5 population, they were bitterly disappointed that the Executive did not agree to implement a mechanical system based on the criteria that is in place for Role Bands 4 and above. The Council urges the Executive to put into practice the co-operative values and principles of equity and equality for managers within Role Band 5 by incorporating them into the formal bonus mechanism for the management population in its entirety. Such action would reflect recognition of the Role Band 5 managers' valued contribution to the success of the Society.

Neil Buist adds: “In reaching its decision, the Co-operative Group Council has advised the Group that should the current economic conditions dramatically shift in the coming months, then it would wish to enter into a meaningful dialogue to review prevailing circumstances. NACO will continue to monitor the economy and the retail sector and keep members abreast of any developments.”

Management Agreement 2009

- An increase to salaries of 2% for all management roles
- The suspension of variable pay for 2009
- All Role Band minima and maxima to increase by 2%
- Role Bands 4 to 1 to receive bonus in May to reflect 2008 performance based on the existing criteria
- Subject to confirmation of financial results, special discretionary bonus payments of 4% of salary will be made to Role Band 5 managers in the Food Retail business and 2% of salary to Role Band 5 managers in Funerals, Farms and ELP businesses and the Corporate Centre.

New ACAS Code of Practice on Dispute Resolution in the Workplace

By Justin Madders, Thompsons Solicitors

The statutory dispute resolution procedures were introduced in 2004 with the intention of encouraging parties to resolve their disputes in the workplace rather than the Employment Tribunal. From that perspective, they have been roundly criticised by trade unions and employers' organisations alike, with the consequence that they were repealed with effect from 6 April 2009. From that date, the statutory dismissal and disciplinary procedures (SDDPs) and the statutory grievance procedures (SGPs) no longer apply.

The right to claim automatic unfair dismissal as a consequence of an employer's failure to follow the statutory dismissal and disciplinary procedures has disappeared and instead the parties will be expected to comply with the revised ACAS Code of Practice, except in cases of dismissal for redundancy or the expiry of a fixed term contract.

Failure to follow the Code's procedures does not give rise to a claim but will be taken into account by Employment Tribunals when determining cases. The main consequence of not following the Code is that compensation could be increased or reduced by up to 25%.

The ACAS Code only sets minimum standards. Employers should comply with their own procedures if they are more comprehensive than set out in the Code. Employees need to be

aware of their own obligations under the Code. For example, they should always make every effort to attend disciplinary or grievance hearings unless they have good reason not to attend, and if they are unhappy with a particular decision, it should always be appealed.

Although the Code is now in force, transitional provisions will apply. The SGPs will continue to apply where the action complained of began on or before 5 April 2009 and continues beyond that date and the employee has submitted a written grievance for an Employment Tribunal claim before 4 July 2009 (in a claim where a six month time limit applies).

The SDDPs will continue to apply if, on or before 5 April 2009, the employer sent the employee a step 1 statement, held a step 2 disciplinary or dismissal hearing or took relevant disciplinary action against the employee or dismissed the employee.

Two important issues arise out of the new Code:

1) Who can hear an appeal?

The ACAS Code of Practice provides that an appeal should be heard wherever possible by a manager who has not previously been involved. The Code does not say that the manager should be at a more senior level. However, if your company's own procedure provides that the hearing should be conducted by a certain grade then you should insist on a manager at that level. If an employee is then dismissed by a manager at a lower level they

may be able to claim that they have been unfairly dismissed as a result of the breach of the procedure, although they should be aware that compensation could still be reduced if the employer could show that, even if the hearing had been conducted by a senior manager, they would still have been dismissed.

2) Cross examination

The ACAS Code does not refer to the right to cross examination. However, the Code does provide that both employers and employees should be given an opportunity to raise points about any information provided by witnesses and that where either party wishes to call witnesses they should give advance notice.

“We welcome the changes to dispute resolution in the workplace and we believe the new ACAS Code of Practice is fairer and more flexible for both employees and employers,” says Alastair MacGregor, Senior Assistant Secretary at NACO. “It is also pleasing to note that the employment policies we have negotiated for our members go well beyond the minimum requirements in many cases.”

This article is not intended to be a comprehensive statement of the current law and we would always encourage you to contact your NACO representative so that advice can be taken in any particular situation.



General Council Election Results

We are pleased to announce the results of this year's General Council elections.

The General Council Elections 2009 required all sitting candidates to stand down and seek re-election, in accordance with the motion passed at the 2008 Annual General Meeting of the Association.

The process commenced with nominations for both classes of membership, with 10 seats for the Co-operative Group Class and six seats for the All Others Class open for election. When the nomination process closed in February, NACO had received 10 nominations in the Co-operative Group Class and nine nominations in the All Others Class.

As a consequence, the 10 nominations for the Co-operative Group Class were confirmed to take up office following the 2009 AGM (see Table 1).

For the All Others Class, the nine nominees faced an election, with members from both classes entitled to vote (see Table 2).

**Prior to the commencement of the election process, Val Thomasson withdrew her candidature.*

co-operative official

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Tel: 0161 351 7900
Fax: 0161 366 6800
Email: info@nacoco-op.org

NACO has made every effort to ensure that the information in this magazine is correct, but we cannot accept responsibility for any omissions or errors. The views expressed do not necessarily reflect the views of NACO.

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Table 1: Co-operative Group Class - 10 Seats

Roger Davies	Membership
Jack Devers	Co-operative Retail Logistics
Karen Froggatt	Membership
James Gallagher	Co-operative Funeralcare
Darren Leverington	Food Retail
Andrew North	Membership
Adrian Price	Co-operative Pharmacy
Jas Sandhu	Co-operative Retail Logistics
Jayne Webb	Co-operative Travel
Anita Young	Food Retail

Table 2: All Others Class - Six Seats

Matt Arrowsmith	Phone Co-op
Ann Breen	Midlands Co-operative Society
Chris Cooper	Co-operative College
Maria McGettigan	East of England Co-operative Society
Christopher Morgan	Robert Owen Society
Roger Myddelton	Chelmsford Star Co-operative Society
Malcolm Rutherford	Seaton Valley Co-operative Society
Alan Tattler	Co-operative Financial Services
Val Thomasson*	Robert Owen Society

Table 3: All Others Class Results

Matt Arrowsmith	Not elected
Ann Breen	Elected
Chris Cooper	Elected
Maria McGettigan	Elected
Christopher Morgan	Not elected
Roger Myddelton	Elected
Malcolm Rutherford	Elected
Alan Tattler	Elected

meeting of the General Council, to draw lots to ascertain who will be in General Council Group A or General Council Group B.

The election results were announced by Neil Buist at the AGM on 20 May. Neil said: "We were extremely pleased with the

level of interest from members in this year's elections – not only in terms of the number of people who put themselves up for election, but in terms of the numbers who voted. This is very good news for the democracy of the Association."

The election process closed on 9 May 2009 and the returns were counted and verified by Dr John Butler of Co-operativesUK who acted as scrutineer for the process. The results are shown in Table 3.

According to the Association's rules, the five Co-operative Group Class seats receiving the least number of votes and the three All Others Class seats receiving the least number of votes are open for re-election in 2010. These seats are known as General Council Group A.

The five remaining Co-operative Group Class seats from the 2009 election and the three remaining All Others Class seats are open for re-election in 2011. These seats are known as General Council Group B.

Members of the All Others Class can be confirmed in the General Council Groups shown in Table 4.

As there was no election for the Co-operative Group Class, the members of this Class will be required, at the September

Table 4: General Council Groups

General Council Group A	General Council Group B
Roger Myddelton	Ann Breen
Alan Tattler	Maria McGettigan
Malcolm Rutherford	Chris Cooper

NACO Sponsors Congress Workshop

NACO is sponsoring a workshop at this year's Co-operative Congress and we'd love to see you there!

Co-operatives 2009, which includes Co-operative Congress and Education Forum, takes place at Beaumont House Hotel and Conference Venue in Old Windsor, Berkshire, from Friday 26 to Sunday 28 June.

The NACO sponsored workshop, "Employee Participation and Engagement in Co-operatives", will hear from a range of speakers about how they involve their employees in their business. It will be led by Neil Buist and speakers include Bob Cannell of Suma Wholefoods, Trish Poole of The

Midcounties Co-operative and Mark Day of the Simplyhealth Group.

For those of you who will be at Congress, the seminar takes place on Saturday in the "Hanover – 2" room from 11.15am – 12.30pm, and we'd be delighted if you came along. We'd also be pleased to see you at our exhibition stand.

Highlights of Co-operatives 2009, which is sponsored by Simplyhealth, include a keynote address by Vince Cable MP, Liberal Democrat Shadow Chancellor, The Co-operative Debate which will consider issues of contemporary significance to the sector and the inaugural Co-operative Excellence Awards.



CHARITY SUPPLIER AWARDS DINNER 2009

TO BE HELD AT THE
HILTON LONDON METROPOLE HOTEL
225 EDGWARE ROAD, LONDON W2 1JU
THURSDAY, 10TH SEPTEMBER 2009

The 2008 event held in Manchester was a tremendous success with 14 suppliers winning awards on the night.

During the day, IGD will also host the CRTG Trade Briefing at the same venue. To reserve your tickets please visit:
www.igd.com/crtg

For further information on the CRTG Awards Dinner, please contact:

MR PAUL SCOTT
TRADING PROJECTS
THE CO-OPERATIVE GROUP
1ST FLOOR, DANTZIC BUILDING
NEW CENTURY HOUSE
MANCHESTER
M60 4ES

email: trading.projects@co-op.co.uk