

Phone Co-op Partnership Agreed



Vivian Woodell and Neil Buist

The Phone Co-op has become the fourth co-operative organisation to enter into a partnership agreement with NACO as the recognised trade union with negotiation, consultation and representation rights for all of its employees.

"The Phone Co-op has been reviewing the opportunities for recognition of a trade union to represent the interests of the employees for some time,"

explains Vivian Woodell, Chief Executive of the Phone Co-op.

"The Board believes that the experience and understanding that NACO has of the co-operative movement will prove to be beneficial to the employees and that is why we have entered into this partnership agreement. We also recognise that the meaningful discussions that we have had with NACO leading up to the signing have underpinned the relationship between the two organisations."

"We are delighted to have reached this partnership agreement with the Phone Co-op," says Neil Buist, General Secretary of NACO. "We believe that the agreement will enable both organisations to develop effective support structures for employees and assist in the development of employment policies that will maintain the productive working environment for the highly skilled employees at the Phone Co-op."

"This builds on the agreements NACO has reached with other like minded organisations including Co-operativesUK, the Co-operative College and the Robert Owen Society where we also have sole negotiating rights for all employees. This model has worked well with those co-operatives and we look forward to a positive and professional relationship with Vivian and his team in the years ahead."

www.thephone.coop

Introducing Our New President



Jack Devers

Jack Devers has worked in the co-operative movement for 11 years and has been a member of NACO for over eight of those years. Being elected President of NACO, says Jack, is one of the highlights of his career to date.

Jack is Warehouse Manager Primary and Commercial at the Co-operative Retail Logistics Temperature Controlled Depot in Alfreton near Derby. See page 4.

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Neil Buist, General Secretary

Welcome

Since the last issue of *co-operative official*, the good news is that the merger between Britannia Building Society and The Co-operative Financial Services was legally formalised, but the sad news is that Dairy Farmers of Britain went into administration. These two examples highlight contrasting fortunes within the co-operative movement at a time of economic uncertainty.

We believe the merger between Britannia Building Society and CFS is great news for our members as it will help to secure the future of both businesses

"Many of you will already know Jack, as he has served on General Council for a number of years..."

as a powerful, ethically-guided financial organisation. There will inevitably be challenges for the new business, but we will be there to support our members throughout the integration process and will be keeping in close contact with senior managers to represent the best interests of our members.

The demise of Dairy Farmers of Britain saw redundancy notices for almost all of its 2,000+ staff. This is a hard blow not only for the individuals concerned but for the sector as a whole. As explained on page 11, we will be working with those of our members who have been

affected to help ensure they receive all the benefits they are entitled to.

In this issue we are pleased to introduce Jack Devers, our new President. Many of you will already know Jack, as he has served on General Council for a number of years and is currently Chair of the Co-operative Group Council. For those that don't, Jack will be out and about visiting NACO committees during his year in office and will get to meet many more of you. As a starter, you can find out more about him on page 4.

Finally, on behalf of NACO, I would just like to give a big thank you to The Co-operative

Travel and Virgin Holidays for their kind contributions towards a holiday of a lifetime for Dave Sutton. Dave was diagnosed with kidney cancer at the beginning of this year and told he had a life expectancy of about 18 months. Dave is a popular member of the team at Alfreton Depot where he works and his colleagues clubbed together, with the support of NACO, to raise £2,800 pounds to pay for him to go to Boston to see the famous Boston Red Sox baseball team. With the additional donation of flights by Virgin Holidays and a discount on the hotel from The Co-operative Travel, Dave was able to fulfil his dream.

A Message from Neville Richardson



Neville Richardson

We're delighted that Neville Richardson, Chief Executive of the newly merged Britannia Building Society and The Co-operative Financial Services, has contributed the following article to *co-operative official* setting out the aims and opportunities for the new business.

It's now several weeks since the merger between Britannia Building Society and The Co-operative Financial Services (CFS). Following months of preparations and planning and an overwhelming vote by Britannia members, together with final approval from the FSA, the new business was legally formed on 1 August 2009.

The newly created organisation brings together the strengths of both organisations. Britannia's experience lies in its savings and mortgage products and its

extensive high street presence, while CFS has expertise in personal and corporate banking, insurance and fund management. Together, the two create a member-owned, customer-led and ethically guided organisation that will be a powerful force in financial services.

Both CFS and Britannia will retain their independent products and brands as the two businesses are integrated and our intention is to provide consistency across rates on all similar products as soon as possible, to offer honest, fair value for all customers. The expanded branch network of more than 300 branches will be core to the new business and plans are already underway to allow customers from Britannia and The Co-operative Bank to transact in all branches in due course.

All three million Britannia members have already joined or been given the opportunity to join The Co-operative Group, where they will continue to enjoy rewards on their existing Britannia products and, in addition, will have the opportunity to earn even greater rewards by purchasing qualifying products from across The Group's family of businesses.

For our people, the coming weeks and months will offer many exciting opportunities as we begin

to shape the new business. I've no doubt that bringing together two organisations of this size will be challenging, but we'll be able to draw from the experience we already have in bringing cultures together and focus on the fact that both organisations have well-established and complementary values.

The co-operative and mutual movements have never been more relevant and Britannia and CFS are two of the biggest customer-owned financial services businesses in the UK. Members and customers are already at the heart of the two businesses and always come first - this is something which will continue to be the main concern of the new organisation.

The newly merged organisation creates a truly exciting opportunity to change the face of financial services in the UK and is a significant step for us all in terms of the opportunities it creates for our people, members and customers. I am looking forward to leading the business towards this and taking the next step in redefining the financial services industry.

**Neville Richardson,
Chief Executive,
The Co-operative Financial
Services**

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Vital Statistics

Britannia
BUILDING SOCIETY

The co-operative
financial services

The newly merged Britannia Building Society and CFS will have:

- More than £70 billion of assets
- Nine million customers
- More than 12,000 employees
- More than 300 branches
- 20 corporate banking centres

Introducing Our New President



Jack Devers

Jack Devers joined Co-operative Retail Logistics in 1998 working in the frozen food depot at Halesowen in the West Midlands. He had previously worked in security, so it was a career change that brought him into the co-operative movement. He progressed to become Supervisor at Halesowen and in 2000 was promoted to Nightshift Manager at Alfreton Depot. He became Warehouse Manager there in 2005.

When he started work at Co-operative Retail Logistics, Jack was a member of USDAW. On becoming a manager, he received an application pack from NACO and transferred to the Association immediately. After six months, he was nominated by his colleagues at the Alfreton site to represent them on the NACO Co-operative Retail Logistics Committee. Jack joined the Co-operative Group Council (which he currently chairs) in November 2004 and was elected on to General Council in May 2005.

Jack believes NACO has an important role to play because, "in accordance with the values

and principles of the co-operative movement, everyone should be treated fairly and NACO helps to ensure fair play".

According to Jack, NACO is second to none in the services it provides to members. "Not just when people are in trouble, but in terms of the range of member benefits set out on the NACO website and the networking and knowledge opportunities the Association offers."

As President, Jack aims to continue the important work done by Karen Froggatt, last year's President. Although Jack sees challenges ahead for NACO with the consolidation of the consumer co-operative sector, he says that there are also many opportunities, for example in the wider mutual sector.

"It's important," says Jack, "that NACO continues to provide an independent voice for its members and to get the best for them."

Jack says he hopes to visit as many of the NACO committees as possible during his Presidency and has already been to the

"As President, I am there to help anyone in NACO and will be working hard to represent members' interests."

Co-operative Funeral Service Managers' Association, which he thoroughly enjoyed. He believes that it is vital for him, as President, to gain as much understanding as possible about different business sectors, so he can represent members' interests effectively.

"Although our businesses are very different, we all face many of the same challenges and issues," explains Jack.

As reported in the last issue, Jack has chosen the Parkinson's Disease Society for his President's Charity and has organised a charity golf day at Morley Hayes Golf Club in Derby in September. "We've had a great response," says Jack, "and the money is coming in. May I take this opportunity to thank every Society and all the individuals who are supporting this event."

Jack chose the Parkinson's Disease Society because both a colleague and a member of his family suffer from the disease.

"I've experienced Parkinson's disease first hand and I've seen what it can do to people," says Jack. "The care the Society provides is amazing and those affected by the disease and their families would find it hard to cope without its support."

When he is not working or being President of NACO, Jack enjoys spending time with his family and his thirteen year old daughter. He is an avid Celtic fan and originally comes from just outside Edinburgh. Jack describes himself as "fiercely patriotic"!

It is clear, talking to Jack, just how much becoming President of NACO means to him.

"When I was nominated it was completely unexpected and I was honoured," he says. "As President, I am there to help anyone in NACO and will be working hard to represent members' interests."

A Holiday of a Lifetime



Dave Sutton (left) receives a cheque from Jack Devers for the money raised.

With the help of colleagues, NACO, The Co-operative Travel and Virgin Holidays, Dave Sutton has been on the holiday of a lifetime.

Dave Sutton is a night shift warehouse operator working at Alfreton Depot. Dave is in his late 40's and has been with the Society for seven years, during which time he had not had a single day's sickness until he

was diagnosed with kidney cancer.

During pre-op examinations, it was discovered that the cancer had spread to his stomach and lung. The oncologist decided to proceed with the removal of the kidney as the main source of the cancer and the operation took place in March. Since then Dave has undertaken three months' chemotherapy which the oncologist reported would provide him with a 'superior quality of life' for six months following that chemotherapy. At the time of diagnosis in January 2009 the oncologist predicted an 18 months life expectancy.

"Dave is a popular member of the team at the Alfreton depot and as a result, his colleagues undertook a series of charity initiatives and, with the support

of NACO, managed to raise a total of £2,800," explains Jack Devers, NACO President and Warehouse Manager Primary and Commercial at Alfreton Depot.

Dave is a baseball fan and fanatical Boston Red Sox supporter so the intention was to pay for Dave and his daughter to travel to Boston to attend a couple of Boston Red Sox games - fulfilling a lifetime's ambition. However, flights were generously donated by Virgin Holidays, and The Co-operative Travel kindly gave a discount on the hotel, which meant Dave had almost £2,000 spending money to take with him!

Dave and his daughter had their holiday in August and thoroughly enjoyed watching the Boston Red Sox.

Subscription Rates 2010

Subscription rates for 2010 have been agreed.

At the NACO Annual General Meeting in May, the following motion was agreed: "That in accordance with Rule 5(a), the rate of annual subscription be increased from £207.48 to £210.60 with effect from 1 January 2010."

Accordingly each category of membership will be adjusted to reflect this increase as indicated in the table on the right.

"For any member who pays via salary, we will be writing to all Societies to make adjustments beginning in January 2010," explains Senior Assistant Secretary Alastair McGregor.

"For any member who pays by direct debit, these adjustments will be made with the payment due on 29 January 2010. You do not need to make any adjustments yourself."

Subscription rates from 1 January 2010

Full Membership	£ 4.05 p.w.
Part Time	£ 2.70 p.w.
Unity Membership	£ 2.70 p.w.
Individual Representation Only	£ 2.70 p.w.
Affiliate	£ 1.35 p.w.
Contract	£ 1.35 p.w.
Associate	£ 5.00 p.a.

Diversity Questionnaire - A Big Thank You

The NACO Diversity Committee wishes to express its thanks to all those members who completed and returned the Diversity Questionnaire earlier this year. The return has been unprecedented with nearly 30% returned. The incredible volume of returns brings an

increase in time needed to collate and report on the information provided. A short headline of the information provided has been placed on the NACO website and a full report will be made available through the website in due course. Once again thank you!

The Co-operative Travel Launches its First Summer 2010 Holiday Brochure



Mike Greenacre, Managing Director of The Co-operative Travel

The Co-operative Travel has launched its own tour operation, and is currently offering double points for The Co-operative Group members until the end of the year on its range of summer holiday packages to the most consistently popular overseas destinations.

The brochure contains more than 220 holiday options in 22 destinations and is available through its 550 high street retail outlets, online and via a dedicated call centre.

The new collection features Summer 2010 holidays to the Balearics, the Canaries and Mainland Spain as well as Portugal, Turkey, Greece, Cyprus, Egypt, Mexico and Florida and also boasts a selection of family and couple-friendly hotels.

Some of the key advantages of booking with the new programme

from The Co-operative Travel include:

- Daytime and weekend flights for the majority of departures
- 20kg luggage allowance
- Low flight supplements from eight regional airports
- Low deposits
- Free child places
- £1 donation to The Travel Foundation for every passenger
- Clear, honest and open pricing
- In-resort representation and 24-hour service cover via telephone

Mike Greenacre, Managing Director of The Co-operative Travel, says: "The destinations and resorts have been nominated and recommended by our extensive network of holiday consultants, and throughout the brochure they add their personal experience of each to the comprehensive review of the facilities.

"We talked at length to our customers whilst we were putting the programme together, and as well as listening to their preferred destinations, we have also gauged their opinions on the overall holiday experience.

"Some of the bigger issues have been inconvenient flight times and luggage restrictions, particularly for families. As a result, wherever possible we have daytime flights and 20kg of luggage per passenger on all routes.

"UK holidaymakers have trusted The Co-operative Travel to

organise their holidays for many years, so it is a logical progression for us to offer a holiday that is solely ours. We can establish a brand which offers exceptional value for money and which recognises the growing demand for sustainable tourism."

Shaun Hinds, Director of Commercial at The Co-operative Travel, is responsible for putting the tour operation programme together, and he said: "In the same way that Fairtrade products and responsibly sourced food are increasingly relevant and popular at our food outlets, we will progress our tour operation along similarly sustainable and responsible lines. The brochure already features some destinations that have received the 'Travelife' seal of approval - a sustainable tourism tool that demonstrates a commitment to protecting the environment and welfare of the country in which they are located.

"The Co-operative Travel remains committed to the ethical strategy we launched in 2007, and as a Group we are also working closely with Climate Care to offset carbon dioxide emissions. We will also donate £1 to The Travel Foundation for every passenger travelling with us."

"This is the first of a wide range of holiday brochures that we will be launching in the future. We are confident that we will become one of the UK's leading tour operators," concludes Greenacre.

To book, call into the nearest branch of The Co-operative Travel, call 0844 335 6439 or visit: www.co-operativetravelholidays.co.uk

The **co-operative** travel brings you its very own Summer 2010 holiday collection on sale now!

The **co-operative** membership

Double Membership points
Earn double membership points when you book a holiday from our new holiday collection.



Tenerife Hotel H10 Oasis Moreque, Los Cristianos
7 nights - 3+* Half Board

Departure dates 1st May 2010 – 19th May 2010
Departure airport East Midlands



from
£514
per person

Egypt Savita Resort & Spa, Sharm el Sheikh
7 nights - 4* All Inclusive

Departure dates 1st May 2010 – 19th May 2010
Departure airport Manchester



from
£649
per person

There are many more fantastic hotels and resorts to choose from in our new Summer 2010 holiday brochure.

Pop into your local branch today

Call **0844 742 2030** quoting reference: **IN002**

To view our collection or to order a brochure visit www.co-operativetravelholidays.co.uk

All prices and offers are correct at time of going to print. Prices apply to new bookings only, are subject to availability, are based on the basic holiday price and include any applicable flight supplements. Prices are based on 2 adults sharing a twin bedroom. Double membership points offer ends 31st December 2009 and only applies to holidays booked from The Co-operative Travels' Summer 2010 holiday collection brochure. Full terms and conditions apply, please refer to The Co-operative Travel 1st edition Summer 2010 holiday brochure.

General Council Update

The National Association of Co-operative Officials has recently been involved in a consultation exercise with the Co-operative College. The outcome of the consultation exercise was that a restructuring of the Senior Team took place and Chris Cooper's position was declared redundant.

Chris will be leaving the College at the end of September and we would like to take this opportunity to thank him for his proactive involvement and significant contribution to the Association during his time with the General Council and the Co-operative College Constituent Association. Chris is a co-operator through and through and we wish him every success for the future.



Matt Arrowsmith

Chris has confirmed that he will stand down from the General Council as a consequence of his redundancy, therefore creating a vacancy in the General Council All Others Class. In accordance with Rule 9 (g), 'casual vacancies shall

be filled by the candidates who received the next highest number of votes in the class in which the vacancy occurs'.

Matt Arrowsmith of the Phone Co-op received the next highest number of votes and we are delighted to confirm he will fill the casual vacancy and is elected as a General Council member in the All Others Class.

It should also be noted that Roger Myddelton, who received the fourth highest number of votes as a successful candidate in the General Council elections, will now move into General Council Group B and is therefore elected for a two year term of office. Matt will be a member of the General Council Group A and serve a one year term of office.

Meet Your Officials: Bob Lister



Bob Lister

“The work I do varies a lot from week to week and covers the whole country,” says Assistant Secretary, Bob Lister. Bob has been with NACO for almost three years and is a key part of the team.

Bob's role is split between representation and recruitment and focuses on the independent co-operative societies. He is responsible for recruiting new members into the Association as well as handling disciplinary and grievance procedures for existing members.

Before joining NACO, Bob worked for the Civil Service Motoring Association, the UK's largest private home, motoring and leisure association which serves civil service and public sector employees.

“Prior to the CSMA I worked for Liverpool Victoria insurance and, before that, NatWest Staff Association,” explains Bob.

“NatWest Staff Association was a similar organisation to NACO and my role there also involved representing members' interests in discussions with their employer.”

One of Bob's most recent projects at NACO has been to work with the Robert Owen Society in Herefordshire, which signed a partnership agreement with the Association last year. Bob was involved in the negotiations with the Society for its staff to join NACO. He has also worked on the Phone Co-op partnership agreement (see front page).

“Continuing to raise the profile of NACO is vital,” says Bob, “if we are to increase awareness of the work we do.”

In fact, Bob says that one of his main achievements at NACO has been helping to increase the number of new members. NACO has recruited 1,000 new members in the last two and a half years and, in an organisation of approximately 2,500 members, that's no mean feat.

“Of course, as new members join, others leave as a result of organisation restructures, retirement, natural turnover and the ongoing consolidation of the co-operative sector,” says Bob.

“However, we are more than keeping our head above water and the number of members is increasing.”

Bob adds that General Council is always pushing for NACO Officials to recruit more members and he and the rest of the team are focused on reaching the targets set!

In fact, increasing membership for NACO is one of its key goals going forward. The recent strategic review has set out the future vision and mission for the Association and recruitment, along with raising the profile of NACO, are a key part of this.

“Continuing to raise the profile of NACO is vital,” says Bob, “if we are to increase awareness of the work we do. If people see we are making a difference they are more likely to join. Obviously in a recession it is harder to persuade people to pay to become a member of a trade union, especially when they are having to tighten their belts in other areas. But if they see and hear existing members saying ‘it's the best money I've ever spent’, they're more likely to appreciate the benefits and sign up.”

Although Bob's job involves a lot of travelling, when he is not working he enjoys spending time with his twelve year old son and going to pop and rock concerts with his partner. As big U2 fans, they were at one of their recent gigs. Although originally from Chesterfield, Bob now lives on the edge of the Yorkshire Dales in Skipton, but is still an avid supporter of Chesterfield FC and goes to matches as often as he can.

Three Cheers for New PlayPump!

Did you know that a billion people in the world do not have access to clean drinking water? And that two million people a year die as a direct result? Shocking isn't it?

The Co-operative is trying to help change things and in 2007 launched the UK's very first own brand ethical water, with a donation of 5p for every own brand bottle sold going to The One Foundation - a charity that provides unique PlayPump systems in Africa.

Typical clean water provision in some African villages is a hand pump and drilled boreholes - a system which can be hard work in itself as well as being wasteful of such a scarce resource, as water overflows buckets and puddles on the hard baked ground, providing a breeding ground for mosquitos.

A comparative luxury to having to trek miles to the nearest natural river or stream and returning hours later with heavy buckets of disease ridden water, perhaps, but the PlayPump is so much more efficient.

A specially crafted children's roundabout pumps water from deep underground into a water tank as children play on it. Then, at the turn of a tap, cold, clean running water - as little or as much as needed any time!

And as well as the roundabout providing the water, it is usually the only children's play equipment in the community and so brings smiles of joy for play value alone!

Last year around 170 PlayPumps were funded through sales



of water in The Co-operative and these were all installed in communities in South Africa.

The example set by The Co-operative inspired the choice of The One Foundation as the NACO President's Charity for 2008/9 and the target was to have a NACO PlayPump installed in a community in Africa at a cost of £7,000.

Within 12 months this target has been achieved. Not only have funds been raised, but the borehole has been dug and the PlayPump installed and hundreds of people are now better off as a result!

The NACO pump is one of the very first pumps to be installed in Malawi - the fourth poorest country in the world. The people to benefit are members of the Kasinthula Cane Growers Association - 300 farmers and their dependents who have been supplying Fairtrade sugar into

The Co-operative since 2004 and today supply all of The Co-operative own brand sugar, as well as the sugar that is used as an ingredient in The Co-operative chocolate bars, and many other own brand Fairtrade products such as cakes, ale and biscuits.

The NACO pump is located in Lauji village where about 1,750 people live and around 500 are using the water supplied by the pump. The installation of the pump has put an end to the previous 5km walk to the closest source of safe drinking water.

“We'd like to thank all our members who have helped to raise funds for the President's Charity and to our former President, Karen Froggatt, for nominating The One Foundation,” says Neil Buist. “It is rewarding to know that we have already had a direct and dramatic impact on a community in Malawi - in less than a year since we started to fundraise.”

National Agreement Review 2009



The National Association of Co-operative Officials has met with the Co-operative Employers' Association (CEA) to review the National Officials & Departmental Managers Agreement (NODMA) for 2009.

Highlights of this year's agreement:

- 2.0% increase with effect from 1 July 2009
- Five days' holiday leave "rollover" to next holiday year

The first meeting with the CEA to commence the negotiations on the review took place on 14 May 2009. In preparation for

the meeting, NACO had made a written submission to the CEA to try and expedite a meaningful set of negotiations to comply with the 1 July review date. Despite this, NACO was unable to reach agreement with the CEA on that date.

The proposals put forward by NACO were:

- **Pay** - in recognition of the outstanding performance of the member Societies of the National Agreement during the previous trading year, and ongoing into the 2009 trading year, that NACO salaries should be increased by 2.5% from 1 July 2009. In order to facilitate this increase, the negotiating team indicated that they would be prepared to accept an initial 2.0% from 1 July with an additional 1.0% from 1 January 2010 (dependent on expected Society performance) to enable Societies to budget effectively.

- **Holiday Leave** - NACO reaffirmed the proposal that individual members be able to access a form of holiday banking. NACO supplemented the proposal by requesting that the least that the movement should afford members is the opportunity to allow for five days per annum to

be "rolled over" to the subsequent holiday year, if an individual could not use all their entitlement in a holiday year, rather than simply see them "wiped out." NACO also confirmed that a survey of the membership would be undertaken in respect of the appetite for a holiday banking scheme.

- **Pay Practices** - the CEA had previously agreed that Societies should be encouraged to undertake a form of evaluation of all NACO roles to ensure that appropriate levels of pay were provided. NACO sought an agreement that the CEA and NACO would work together to enable this practice.

- **Family Friendly Policies** - to establish a working party to review current policies in the CEA member Societies and the policies of other retail employers.

The CEA was unable to meet the proposals at the meeting on 14 May and agreed to seek a mandate from all member Societies and reconvene negotiations quickly. However, despite NACO confirming availability with the CEA for an early meeting, this was only facilitated by the CEA for 29 July - thus delaying the application of any increase.

National Agreement Review 2009 (continued)

The conclusions of the second meeting are summarised below.

- **Pay** - an offer of 2.0% was reluctantly accepted by the NACO negotiating team. The CEA was advised that NACO was extremely disappointed that, despite very significant performance by the member Societies, the Executive of the CEA would only recommend such a figure.

- **Minimum Increase** - the CEA Executive confirmed that 2.0% was a minimum increase that should be applied to all NACO salaries. NACO confirmed that they would write to all Society Chief Executives to ask that their Society recognise the efforts of their management team in achieving excellent financial results and increase the review to 2.5% as proposed by NACO.

- **Job Evaluation** - the CEA Executive confirmed that many member Societies had confirmed their willingness to undertake a form of job evaluation and work with the CEA and NACO on this issue. NACO confirmed that this

matter would be raised with member Society Chief Executives to seek an early joint review.

- **Family Friendly Issues** - NACO confirmed that a review of the issues had been undertaken by way of the NACO Diversity Questionnaire earlier in 2009. This would form the basis of a formal set of proposals by NACO for review and the CEA Executive agreed to facilitate consultation.

- **Holiday Leave Rollover/ Banking** - the CEA Executive agreed to a change to the National Agreement to enable individuals to "roll over" up to five days' annual leave into a subsequent holiday year (subject to line manager approval). NACO confirmed that a survey of its members would be undertaken in relation to a full holiday banking system.

- **Negotiation Timetable** - the CEA Executive acknowledged that the 2009 negotiations had been unnecessarily elongated and that this was a totally unsatisfactory situation. In order that such a situation

does not arise in the future, NACO will consult with the CEA in the autumn to establish an appropriate timetable for 2010.

- **Annual Pay Review** - NACO felt that the level of amalgamations and mergers witnessed in the co-operative movement in recent years had led to a potential dilution of the requirement for pay talks to take place on a national basis. NACO felt that a debate was required in relation to localised bargaining for pay and the CEA Executive agreed.

This was not an ideal conclusion of negotiations for 2009," says Neil Buist, "but in light of the current economic climate NACO believes that the minimum award of 2.0% should be accepted subject to approaches to individual Societies for a further review. NACO will keep members advised of individual consultation progress."

NACO General Council will meet in September to review the National Agreement and the issue of localised collective bargaining in relation to pay.

Dairy Farmers of Britain in Administration

The farmer owned co-operative, Dairy Farmers of Britain, was placed into administration by its bankers, HSBC, on 3 June 2009, and all its businesses put up for sale.

There were a few jobs saved when the cheese factories at Llandyrnog and Lubourn were sold, as well as the Nene Valley Foods site, and a small number of depots were also saved.

Dairy Farmers of Britain employed nearly 2,200 staff, almost all of whom have now

been made redundant on statutory terms. NACO will continue to work with its members to ensure that they receive all the benefits that they are entitled to. NACO has written to its members with information and a questionnaire to formulate a claim for a Protective Award which may assist some members financially.

"Any member who wishes to discuss their personal circumstances further should not hesitate to contact me on 0161 351 7900," says Senior Assistant Secretary Alastair McGregor.

co-operative official

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