

Plans for Super-Mutual Unveiled



Neville Richardson

The Boards of Britannia Building Society and The Co-operative Financial Services (CFS) have announced their agreement to merge to create a financial “super-mutual”.

The new business will combine CFS’s strong personal and corporate banking, insurance and investment expertise with Britannia’s extensive high street presence and savings and mortgage product strength.



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Britannia
BUILDING SOCIETY

The **co-operative**
financial services

The business will be led by current Britannia Group Chief Executive Neville Richardson and Bob Burlton, current CFS Non-Executive Chairman, will chair the new Board. CFS’s Chief Financial Officer Barry Tootell will become the new Chief Financial Officer and after supporting the integration process, CFS Chief Executive David Anderson will leave the business.

CFS Chairman Bob Burlton said: “This move will accelerate the momentum within the co-operative and mutual sector. 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.”

“NACO sees this merger as a very positive development within the finance industry, especially in the current economic climate,” says Alastair McGregor, Senior Assistant Secretary of NACO. “There are many complementary areas between the two businesses which, when they come together, will make CFS a much stronger player in the market place.”

The merger of CFS and Britannia Building Society will create a “super-mutual” with £70 billion of assets, 9 million customers, over 12,000 employees, more than 300 branches and 20 corporate banking centres. It will be a wholly owned subsidiary of the Co-operative Group and Britannia members will become members of the Group.

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Train to Gain

The Co-operative College has secured a national Train to Gain contract to improve workforce skills in the co-operative sector.

“This is an important achievement for the Co-operative College,” says NACO General Secretary Neil Buist. “It will help to ensure that co-operatives, mutuals and social enterprises can access the

specialist training services they need, which is good news not only for the businesses themselves, but for their employees too.”

In addition to seeking project partners, the Co-operative College is keen to identify and recruit experienced co-operators as potential Train to Gain assessors.

See page 11.



Neil Buist, General Secretary

Welcome

It is with sadness that I start my welcome with news of Dewi Williams' death.

Dewi played a valuable role at NACO for many years and was well-respected across the co-operative movement. He had a vast knowledge of co-operative issues and made a huge impact at the Association. In particular, he became known for the effective way he represented members during disciplinary and grievance procedures, helping many through difficult times. He will be sadly missed by friends, family and all who knew him. His obituary is on page 3.

their combined impact will be significant, which is good news for all of us in the co-operative sector.

Just before this issue of *co-operative official* went to press, the announcement about the completion of the acquisition of Somerfield by the Co-operative Group was made. We are delighted by the good news and look forward to working with the Group on the integration of the businesses. From the point of view of the members of NACO who work for the Group, we believe the acquisition will provide them with new opportunities, and for NACO as an organisation,

"...it's heartening to hear of positive news in the co-operative sector."

The year may have got off to an inauspicious start for the economy as a whole, as we lurch into what could be one of the most serious recessions for a generation or more, but it's heartening to hear of positive news in the co-operative sector at least.

A proposed merger between The Co-operative Financial Services and Britannia Building Society raises the prospect of an even stronger mutual alternative to the banks and we welcome this exciting development, particularly in the current economic climate. Both organisations are very successful in their own right, so

it raises the prospect of new members.

Finally, I'd like to draw your attention to NACO's 2008 Review on page 4, which summarises our performance over the last 12 months. It has been another busy year for us as a result of the mergers, amalgamations and restructures taking place across the movement, but I believe we've continued to respond effectively to members' requests. It is rewarding that our membership has increased once again and that we've managed to secure over £3 million in compensation for members.

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Obituary: Dewi Williams



Dewi Williams

We are sad to report the death of Dewi Williams, a long-serving member within NACO and the co-operative movement. Dewi died on 13 January 2009 from multiple organ failure.

Dewi 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.

Dewi's vast knowledge of the co-operative movement was invaluable to NACO, as he was involved in all 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.

In 1995 and 2000 Dewi was presented with Long Service Awards by NACO for 25 and 30 years' service. Prior to Dewi's death, NACO's General Council had agreed to award him Honorary Life Membership of NACO at their 2009 Annual General Meeting, and this will now be awarded posthumously.

Dewi lived in Biddulph, Staffordshire, with his wife Denise. He had suffered with leukaemia and had been on long term sick leave since April 1999.

CFS Pay Claim 2009

This year's pay claim was presented to Co-operative Financial Services in February, and negotiations have now taken place with the business. A final offer has been made which NACO is to ballot its members on during the latter part of February.

There has been much comment regarding the economic climate within the financial services industry, although it is understood that CFS has been in a much stronger position than many of its larger competitors.

"The offer provides for pay rises ranging from 0% up to 7% from a

pay pot of 3.35% and is believed to be a very good offer," Alastair McGregor, Senior Assistant Secretary explained. "This offer will be strongly recommended for acceptance to our membership."

Full details of the pay offer will be made available through the NACO website.

Plans for Super-Mutual Unveiled (continued from front page)

The full integration of CFS and Britannia will take some considerable time, potentially three years or more, so there is unlikely to be any major impact on staff in the immediate future. However, NACO has already met with senior management within CFS and Britannia, as well as the Britannia Staff Union.

"We appreciate that NACO members who work for CFS may

have concerns, but this is the start of a very long process, and as yet there are few answers," explains Alastair McGregor. "We will, of course, communicate regularly and, as always, will act to protect the best interests of members."

NACO also wishes to acknowledge the way that David Anderson has revitalised CFS over the past few years, and the way he has respected and enhanced trade union relationships within the business.

"We will be sorry to see David leave the business if the merger is finalised," says Alastair, "but we look forward to working with Neville Richardson, the Chief Executive (Designate)."

Providing that Britannia members vote in favour at a General Meeting at the end of April, it is anticipated that the amalgamation will come into effect in summer 2009.

**www.cfs.coop
www.britannia.co.uk**

2008 Review



Karen Froggatt

2008 was another extremely busy year for NACO, reflecting the volume of change within the co-operative movement.

Management changes resulting from the Co-operative Group's amalgamation with United Co-operatives in 2007 continued into 2008, in addition to which there have been further mergers of consumer societies and some significant management re-structures.

The volume of work undertaken by NACO's officials has been extremely high, though they've still managed to respond to members' requests in the usual manner, as well as having

proactive and involved dialogue with co-operative societies regarding collective issues.

With regard to individual cases pursued by NACO, 54 cases were concluded in 2008, resulting in over £3.2 million compensation being received by the members concerned.

Your General Council is delighted that - despite the volume of change and consolidation that's taken place - 2008 saw an increase in membership to 2,223. Although 393 members left NACO (compared to 318 the previous year), 451 new members joined, resulting in a net increase of 58.

Not surprisingly, NACO's operating costs increased quite significantly in 2008. This, aligned with the current economic downturn, has had a major impact on the year-end results, resulting in an operating deficit of over £40,000. Despite this, the first draft of the accounts showed a more positive 'bottom line' result, ie, a surplus of almost £3,000. However, the General Council has undertaken a review of the Association's investment portfolio given market conditions. In the

interests of prudent accounting, it was agreed that a provision for the fall in the market values of NACO's investments should be provided for in the accounts. The result is that the 'bottom line' surplus has been reduced to a deficit of £72,050. Despite this, please be assured that the Association remains financially strong, with net assets in excess of £1.1 million.

General Council is in the process of undertaking a wide ranging review of NACO's strategic priorities, which will extend to reviewing our structures, finances, future opportunities etc. Further details will be reported at the AGM.

These are undoubtedly extremely exciting times for the movement and for the managers employed within it. We are committed to ensuring that NACO is equipped to continue to represent its members' interests - both individually and collectively - in the standard to which it is accustomed.

Best wishes

**Karen Froggatt
President**

See You at the AGM?

Just a reminder that this year's Annual General Meeting is on Wednesday 20 May at the Thistle East Midlands Airport Hotel in Castle Donington, Derbyshire.

The event kicks off with the President's Dinner on the evening of Tuesday 19 May, to which all delegates are invited. The after dinner speech will be given by Stirling Smith, Co-operative College Associate and global co-operative expert, and will examine the international

experience of co-operatives, co-operative to co-operative trade, and how these can be part of the co-operative business advantage.

On Wednesday morning from 10.30am, the Members' Meeting takes place, and we are delighted to welcome two high profile speakers - Leigh Sparks, Professor of Retail Studies at the Institute for Retail Studies, University of Stirling, and Ursula Lidbetter, Chief Executive of Lincolnshire Co-operative. The presentations will be followed by a question and

answer session. The AGM takes place after lunch and is expected to finish by 3.30pm.

"The AGM is the key event in the NACO calendar when it comes to the democracy and direction of the Association," says Karen Froggatt. "We would encourage all of you to come along, find out more about the work we do and have your say."

For more information and to book your place, please contact us. We look forward to seeing you there!

Meet Your Officials: Alastair McGregor



Alastair McGregor

Over the next four issues of co-operative official, we would like to introduce you to our officials. In this edition we talk to Alastair McGregor, Senior Assistant Secretary.

Alastair's role primarily involves negotiation and consultation with many of the co-operative organisations whose managers and professionals are in membership of NACO, including The Co-operative Financial Services (CFS), Dairy Farmers of Britain (DFB), Co-operative Retail Logistics, Co-operatives^{UK} and the Co-operative College.

In addition, Alastair is involved in the day-to-day running of NACO, including helping to organise two major conferences each year, for the Co-operative Funeral Services Managers' Association and the Co-operative Loss Prevention Services Association. He works with NACO members through their constituency associations and, as with other Association officials, undertakes individual member representation.

"There's no such thing as an average week," says Alastair. "At the moment, I probably spend one day each week working with CFS

and DFB. Approximately one day is spent on administration and I am currently working with several organisations on changes to their pension schemes which affect our members."

Alastair explains that his workload is often unpredictable. "A trade union official's job is inevitably reactive, especially when representing members at times of trouble or uncertainty.

"The pro-active part of my job is about dealing with annual pay claims, negotiations about members' terms and conditions and representing members' interests at the time of takeovers, mergers or the sale of businesses, for example."

"Looking to the future, Alastair believes that the potential for NACO is enormous."

Alastair has worked at NACO for six years. His involvement with trade unions goes back to his days when he worked for NatWest Bank. He was a seconded representative on the NatWest Staff Association, which later merged with UNIFI union.

Alastair was a representative at UNIFI (now part of Unite) at the time of the takeover of NatWest by Royal Bank of Scotland, so was involved in negotiating policies and procedures for the change of members' employment contracts. Soon after his secondment ended, Alastair applied for the job at NACO.

"NACO is important because I believe that managers should

have a say in their terms and conditions. The Association offers a professional but personal service, and gives managers in the co-operative sector a strong collective voice."

Looking to the future, Alastair believes that the potential for NACO is enormous. "Acquisitions and mergers with Somerfield and Britannia Building Society will offer many new opportunities for us to expand our membership base. In fact, the mutual sector as a whole could provide tremendous growth opportunities."

When asked about his job, without hesitation he says the best thing is the variety. "No two days are the same and I get to meet a lot of people. I really enjoy talking to people, which helps!

"The hard part of the job is balancing everyone's interests and ensuring that everyone gets the best level of service. When we have to deal with major redundancy programmes, for example, we have to make sure that we balance the interests of those leaving the company with the interests of those who will remain."

Alastair was born in Peterborough, is married and lives in Wakefield. An avid football supporter (Carlisle United and AFC Wimbledon), Alastair has been to nearly every ground in the Football League. He is also a keen amateur photographer and American Football fan - in fact he used to be an American Football referee. You can guarantee that, whatever else happens, once a year on a Sunday evening he will be glued to his television set until the early hours of the morning watching the Super Bowl.



Together We Can Help More People Feel Better

Simplyhealth has become the first healthcare company to join Co-operatives^{UK} and there are many synergies between Simplyhealth's values and those of the co-operative movement.

The Simplyhealth businesses specialise in healthcare schemes and services for individuals, families and companies that range from health cash plans and private medical insurance, to mobility aids. Collectively we help customers manage both their preventative and recuperative healthcare.

The organisation dates back to 1922, when HSA, part of the Simplyhealth Group, was founded to promote the health of the general population in the United Kingdom. It was established originally as a 'Saturday Fund' to support the income of hospitals and to provide a means for HSA contributors to receive hospital treatment.

Piece of mind from a like-minded company.

Simplyhealth exists purely for the benefit of its customers, with no shareholders, allowing



the company to place a strong concentration on customer service.

Simplyhealth is driven by the health needs of people and provides services that they will value enough to pay an affordable price for, but which also gives full and proper value with real benefits to them. We know they get great value as we pay over 11,000 claims every day, with around 80% being paid within two working days of receipt. We have learned that this makes individuals, families and companies more likely to choose

us, and more likely to continue choosing us in the future.

We want to be the best healthcare organisation we can be, dedicated to creating the best value we can for our customers.

In 2009 all our businesses will become 'Simplyhealth' - you may be familiar with some of our brands, as under the names of HSA, BCWA, HealthSure, LHF and Totally Active, with Simplyhealth we can provide you with even better ways to manage your health.

Simplyhealth will be attending a number of conferences and forums this year, so please introduce yourself, ask about our culture and find out how we can work together to help more people feel better.

For further information please contact Mike Taylor on **01264 342 556** or e-mail **Mike.Taylor@Simplyhealth.co.uk**.



General Council Elections 2009

In the December 2008 edition of co-operative official, nominations were sought for General Council and we are pleased to report that there was a tremendous response by members.

The General Council is the governing body of NACO and meets four times a year. In addition to debating strategy and progressing negotiations with co-operative societies, it has full control of the business of the Association, with the power to apply the funds of the Association in pursuance of the objects. Every decision and order of the General Council is binding on members and Constituent Associations, subject to appeal at the Annual General Meeting.

Following the 2008 AGM, there was a change to the make-up of the seats on the General Council to recognise the distribution of members following the merger of United Co-operatives and the Co-operative Group. A rule change allowed for a General Council comprising 16 seats – 10 for members employed in the Co-operative Group (Trading) and six for members employed in all other societies (including The Co-operative Financial Services).

The last date for receipt of nominations for this year's General Council was 27 February 2009 and we are pleased to confirm that nominations have been ratified and accepted (*see box*).

For the Co-operative Group Class, we have received 10 nominations for the 10 seats and as such all nominees will take up office following the 2009 AGM on Wednesday 20 May.

List of Nominees

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

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 Tatler	Co-operative Financial Services
Val Thomasson	Robert Owen Society

For the All Others Class, we have received nine nominations for the six seats and, as a consequence, a ballot of our membership will take place for this constituency of General Council.

The nominees will complete an election address and this will be distributed to all Full Members and Individual Representation Only Members together with a voting paper. The voting will commence on 16 March 2009 and will close on 9 April 2009. The successful candidates will be announced at the AGM on 20 May.

"We are delighted that there has been such a huge amount of interest in the 2009 election as this will ensure that a full

General Council represents the membership of NACO," says Neil Buist.

Members from both the Co-operative Group Class and the All Others Class are able to vote in the election.

"We would encourage all our members to use their vote when they receive their voting papers and the election addresses," adds Neil. "This is an ideal opportunity to get involved in the democracy of the Association and to have a say in who represents you on General Council."

Members will be able to vote for a single candidate only and full details of the process will be given on the voting paper.

Ethical Shopping: the Producers' Perspective

Report by Izabela Stacewicz



On 4 December 2008, a major conference was held in London, organised by the Co-operative College's Fair and Square Project, in collaboration with the UK Co-operative Forum. The event, "Ethical shopping: the producers' perspective" was hosted by Sheila Dillon, presenter of BBC Radio 4's The Food Programme.

A wealth of contributors covered many engaging issues surrounding ethical production and consumption and examined the extent to which consumers' concerns over the ethical production of their food have impacted on commercial practices.

Despite media reports of slowing sales of ethical products due to the economic downturn, Peter Marks, Chief Executive of the Co-operative Trading Group, believes that consumers will not sacrifice their ethics. The Co-operative Bank's Ethical Consumerism Report showed sales of ethical food and drink have risen by 14%, and green home spending was up 13% on last year. There has never been a better time for ethics to come to the fore as consumers are demanding value and VALUES from their retailers.

Carolyn Steel, author of "Hungry City", showed discontent with current food systems, discussing our disconnection with food production due to urbanisation. Food has been reduced to a commodity rather than being a cultural celebration. She concluded that top-down and bottom-up change is necessary for a sustainable future. Paul Temple, Vice President of the National Farmers' Union, also presented a dissatisfied opinion towards the food production systems in the UK. He commented that the National Farmers' Union feels frustrated by the Government not taking food production and



Peter Marks

security seriously. He believes that what is needed is farming evolution, not revolution; action, not just policies.

Bill Vorley of the International Institute for Environment and Development (IIED) addressed the issue of Fair Miles. Development and Environment should not be considered as two separate agendas. In 2007, Marks and Spencer and Tesco started to label air-freighted goods to "empower customers to make informed decisions." However, one quarter of imported food is from

Africa and 1 - 1.5 million African livelihoods are dependent on UK trade. By encouraging consumers to stop buying air-freighted food, there is a risk of pulling up the development ladder on Africa. He believed this "sustainable labelling" was an unhelpful, token response by supermarkets. Policy makers must realize that we cannot shop ourselves to sustainability.

Tomy Matthews of the Fair Trade Association of Kerala pointed out that trade justice must be reasserted as the heart of fair trade and integrity must be maintained with growth. The net must also be widened, with more producers and more products. The future of fair trade requires a transition from niche to mainstream.

In the closing address, Tim Lang, Professor of Food Policy at City University, encouraged the way forward - to explore the components of a good food system for the 21st century, considering environment, ethics and health.

The conference was enthusiastically received and participants felt that the issues raised are vital for securing a sustainable future.



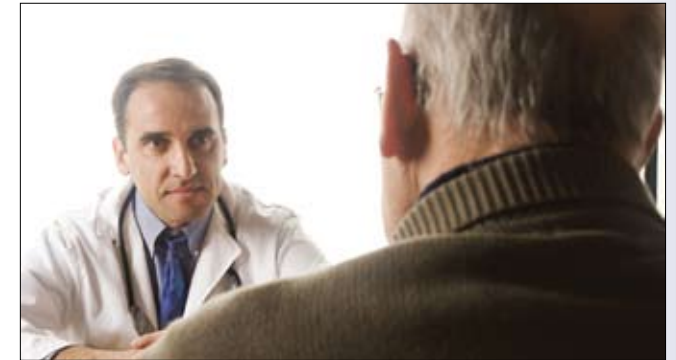
Long Term Sick Entitled to Annual Leave

The European Court of Justice recently ruled that workers on long term sick leave are entitled to paid annual leave.

Under the European Working Time Directive, workers have a right to a minimum period of paid annual leave, so the court ruled that a worker should either be able to take leave while they are off sick or have the opportunity to take that leave at another time.

Currently in the UK, there is no right to carry over annual leave to the following year, so that a worker off sick who is not allowed to take leave in a particular year will lose the right at the end of that year.

In order to comply with the European decision, employees on indefinite sick leave must be allowed to take annual leave while they are sick, otherwise the worker will never have the opportunity to exercise their right. Alternatively the Government would need to amend the Working



Time Regulations to permit employees on sick leave to carry over their annual leave to a future year.

A second question addressed by the Court was whether a worker who had been sick for all of a leave year was entitled to a payment in lieu for untaken annual leave on termination of employment.

The Court said that the right to annual leave is not lost because a worker happens to be sick for the whole of the leave year prior to termination and so has

not been able to exercise their right to annual leave. Employers must, therefore, pay an allowance based on normal wages to workers off sick for the whole of the leave year, on termination of their employment, and must ignore sickness absence in the calculation of the sum due.

Neil Buist says: "We are pleased that the European Court has ruled in favour of those who are unable to fulfil their employment contract through ill health, and that these workers will not be penalised by losing the right to their holiday entitlement."

Dairy Farmers of Britain Restructure

NACO has been assisting many of its members within Dairy Farmers of Britain (DFB) during the restructure of the business. The restructure includes the closure of Fole and Portsmouth Dairies, as well as affecting a number of depots and the supporting management team. Site visits to both dairies and some depots have been undertaken by NACO.

Many individuals are presently being issued with their notice, and their redundancies will take effect

from February through to May 2009.

"Anyone affected by these restructures or wishing to discuss their own circumstances should contact me," says Alastair McGregor, Senior Assistant Secretary.

DFB is exploring strategic options for the future of its business and recently received an unsolicited serious approach from a third party. As a result, it has engaged leading corporate mergers and acquisitions advisers from

PricewaterhouseCoopers to help them review this approach.

"Discussions with the interested party are at a preliminary stage," explains Alastair. "There's bound to be a lot of questions and uncertainty over the coming weeks, but DFB have stressed that it's business as usual. We will be liaising closely with DFB and will communicate to members when we know more."

You can reach Alastair by phone on 0161 351 7900, or email am@nacoco-op.org.

Compensation Settlement for Dugdale Family



Frank Dugdale

Frank Dugdale and his wife June were hit by a speeding car on 7 February 2006 on Stockport Road in Romiley. Tragically, Frank was killed in the accident and June suffered a severe head injury and has since needed 24 hour care. With support from NACO and Thompsons Solicitors, a settlement for

compensation has now been reached.

The driver of the car showed no remorse and only received a conviction for careless driving but the family contacted NACO for help and was supported in bringing a claim for compensation for their father's death and their mother's injuries by Thompsons solicitors (formerly Whittles).

Frank was a member of NACO and had worked in industrial relations in the co-operative movement for many years, rising to Chief Industrial Relations Officer at the Co-operative Union (now Co-operatives^{UK}). Frank was 70 when he died and had been retired for some years. His death was a terrible shock to his

friends and former colleagues. His son Greg said: "He was a well respected man in the co-operative movement and has been taken from our family before his time. My mother now requires constant assistance and has lost her husband when they had many more years of retirement to enjoy together."

The case was recently settled for a significant amount which will enable the family to continue to provide care for their mother.

Greg thanked NACO and their solicitors, Thompsons, saying: "NACO supported us throughout the case and the service we received from Thompsons and Alan Denham in particular was second to none."

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Train to Gain with the Co-operative College



In December 2008, the Co-operative College successfully secured a national Train to Gain contract to support co-operatives, mutuals and social enterprises in England to improve workforce skills. In addition to seeking project partners, the Co-operative College is keen to identify and recruit experienced co-operators as potential Train to Gain assessors.

The Co-operative College's status as a Train to Gain provider will ensure that co-operatives, mutuals and credit unions have their own college through which they can access the type of specialist services that co-operatives need, helping staff to achieve Basic Skills and NVQ qualifications to make business grow.

Mick Sheldon, Head of Vocational Learning at the College, says: "Our partnership with the sector is vital to develop a national co-operative workforce that meets national standards, moving into the future with confidence."

The Co-operative College will ensure that Train to Gain funded programmes promote co-operative values and working practices within key sectors across England - delivered as a partnership between the College

and employers, so meeting the needs of businesses, employees and members.

Train to Gain offers co-operative businesses free or subsidised advice and support in designing tailored learning programmes to improve performance; professional support to "manage the paperwork"; workplace learning activities (non-disruptive to business activity) and assessor training for staff and members (in smaller co-ops, an assessor is provided).



For employees and members, the benefits of Train to Gain include the recognition of existing skills and qualifications, improved chances of promotion and opportunities for personal development. For employers, it offers access to development opportunities (assess or fill workforce skills gaps); improved collective working and decision making and the exchange of best practice and learning with other co-operatives.

By engaging with Train to Gain opportunities, employers can achieve financial, business and co-operative objectives. In this way, the Co-operative College and the co-operative sector will lead the way in making work based vocational learning a national success.

In addition to seeking project partners, the Co-operative College is keen to identify and recruit experienced co-operators as potential Train to Gain assessors, supporting employees on programmes in the workplace across England.

Mick Sheldon says: "I am sure that many members of NACO have the valuable experience we need to become Train to Gain assessors, advice workers or trainers, and this could provide an interesting and rewarding opportunity for recently retired co-operators, or indeed the more experienced who are still employed, to expand their horizons."

Neil Buist adds: "The Train to Gain contract is a significant achievement for the Co-operative College which will benefit not only co-operative and mutual businesses but also their employees and members. The success of the scheme will in large part depend upon the abilities and knowledge of the front line staff who deliver the service and I am sure that a number of our members could bring a wealth of co-operative know-how to such a role. I'd encourage anyone interested to talk to Mick and get involved with this major new co-operative project."

For more information contact Mick Sheldon, Head of Vocational Learning at the Co-operative College, on 0161 246 2993 or email mick@co-op.ac.uk.



It's Conference Time!

NACO's 2009 conference programme offers members a great chance to get more involved with their Association.

The events provide a first class opportunity to learn more and have your say, with a great line up of speakers and sessions. The social activities around the conferences give delegates the chance to relax and do some informal networking.

"The conferences are a key part of the service we offer," says Neil Buist, General Secretary. "They are educational and informative, but enjoyable too, and take place in a number of superb venues across the UK. We'd be delighted to see you - why not come along?"

Co-operative Loss Prevention Services Association Conference



When: Friday 24 April 2009
Where: Park Royal Hotel, Warrington

The theme for this year's event is "Risk - it never goes away". Following the successful format of the 2008 conference, this event will also see the educational sessions taking place with an interactive suppliers' exhibition which will run simultaneously. Speakers include Colin Downes from Midlands Society and Paul Donlvey from the National Counter Terrorism Security Office. There will also be a presentation on corporate manslaughter from a firm of corporate solicitors.

Co-operative Funeral Services Managers' Association Conference



When: Friday 16 to Sunday 18 October 2009
Where: Hilton Hotel, Gateshead

Phil Hogarth, CFSMA National President, has announced the theme for this year's conference as "Proud to Set the Standard."

Phil comments: "The co-operative movement has a proud tradition of providing excellent service, and the reputation of co-operative funeral managers is second to none in the funeral industry."

The 2009 conference will provide a series of presentations to build upon the values and principles that are established in co-operative funerals, including the British Army detailing the importance of standards and values in the military. The conference provides the opportunity for informal networking and will include an exciting entertainment programme to support the stimulating educational sessions.

Co-operative HR Forum



When: Thursday 19 to Friday 20 November 2009
Where: Thistle East Midlands Airport Hotel, Derbyshire

The HR Forum Committee has proposed a change of format for 2009, with resources concentrated on a residential conference to take place in November. The committee are looking to provide a full and varied agenda, and are mindful of the changes in employment legislation and the current economic climate and how these issues will impact on human resources in the co-operative movement. A series of presentations will be undertaken to expand on the topical issues at the time of the event and further details will be made available in due course.

BOOK NOW! To find out more and book your place contact NACO on 0161 351 7900 or visit www.naco.coop