



PROSPECT ATCOs' BRANCH

2009 Handbook

Policy Update

Issued April 27th 2009

The following Polices, adopted at the Special Delegate Conference held in April 2009, either replace or supplement those contained in the 2009 ATCOs' Branch Handbook.

A revised Handbook containing these amendments will be issued separately. (in electronic format only).

SECTION A – GENERAL BRANCH POLICY

Insert in Section A1

1.14

(iii) The BEC is instructed to explore, in line with the current tripartite agreement between the NTUS trade groups, the issue of demarcation. The BEC shall negotiate any changes deemed beneficial to the ATCOs' Branch.

SDC 2009

Insert in Section A3

3.1

The BEC shall inform NATS that Prospect do not acknowledge NERL & NSL as two separate Companies but do acknowledge NATS as one company.

SDC 2009

SECTION B - CONDITIONS OF SERVICE

Amend Policy B1 (v) to read:

B1

(v) The BEC shall strongly resist any detrimental changes to ATCO terms and conditions. Any attempts to reduce those terms and conditions will result in action that can include industrial action.

SDC 2009

Replace Policy B12 1st paragraph with:

The BEC shall consider members within NATS as a single workforce and to resist any attempts to differentiate between the terms and conditions of those within NSL and NERL. The BEC shall invoke a ballot for industrial action if NATS unilaterally makes any such changes.

SDC 2009

Insert in Section B1

The BEC shall explore with management the most efficient interpretation of our national agreements, relating to ATCO terms and conditions, with the objective of ensuring that present and future ATCOs remain employed by NATS

SDC 2009

In order to protect the interests of Members, the BEC shall use all means at its disposal, including balloting for industrial action, should NATS attempt to use the prevailing economic climate as a rationale for unilaterally changing any members terms or conditions of service.

SDC 2009

The BEC shall use any means necessary to resist any attempt by NATS to engage ATCOs with different terms, conditions and agreements by employing them through a 3rd or subsidiary company

SDC 2009

In the event that NATS persist with proposals that would detrimentally vary members terms and conditions, the BEC shall consider withdrawing from any National Agreement that is of benefit to either NSL or NERL in terms of manpower and/or service delivery.

SDC 2009

The BEC shall ensure that terms and conditions continue to apply equally to all ATCOs employed by NATS including new entrants.

SDC 2009

Insert in Section B12

The BEC shall work with NATS to make any changes necessary within current agreements to ensure the future viability of NSL. Any agreed changes must apply across the whole of NATS and will not allow differential T&Cs for new entrants whatever the consequences for NSL.

SDC 2009

The BEC shall ensure that terms and conditions for members within the current NSL portfolio are not negotiated or unilaterally changed on a unit by unit or contract by contract basis

SDC 2009

SECTION C – WORKING PRACTICES AND ROSTERS

Insert in Section C5

In the event of NATS unilaterally imposing terms and conditions of service and/or working practices contrary to national agreements on any NATS ATCO, current or future, the BEC shall immediately withdraw from the AAVA agreement.

SDC 2009

SECTION D - MEDICAL, RETIREMENT AND SUPERANNUATION

Insert in Section D3

The BEC shall use any means necessary, including industrial action if required, to prevent any further differing pension arrangements. This will include opposition to attempts to introduce a 'third' pension scheme within current or future business, unless it is absolutely essential in order to protect members' interests.

SDC 2009

SECTION F – ATC TRAINING AND LICENCING

Insert in Section F1

The BEC shall oppose any attempts to outsource ATCO training to any organisations other than NATS. Conference agrees that NATS ATCO training is the best in the UK and strongly opposes the idea that cheaper alternative could provide a sustainable solution in the future.

SDC 2009

SECTION J – ANNUAL

Insert in Section J

J23 The BEC shall, as a matter of urgency:

- i. Review the privatisation and consequent structure of NATS, along with the direct and indirect consequences for safety, service and interests of members.
- ii. Seek to determine appropriate alternative models or actions that are required to address issues.
- iii. Take into account developments in ATM outside of NATS and the UK
- iv. Produce a report and action plan no later than the 58th ADC.

J24 The BEC shall make a clear statement to members, detailing the reasons for calling the SDC April 2009 and to report on its conclusions.