



18th April, 2010

Dear Colleague,

Due to the unprecedented situation caused by volcanic ash cloud, management and the trade unions have had discussion surrounding the impact to NATS operations/services. The discussions have been around how we could jointly address the current situation and are centred around a mutually agreeable approach to the following arrangements: Annual Leave, TOIL and AAVA / Overtime.

We would like to stress that there is recognition that pragmatism and flexibility from staff will be helpful in the recovery period and to that end there will be no compulsory or hard rostering of annual leave or TOIL.

Whilst the operation is at a zero rate, there may be opportunity for additional TOIL and annual leave to be taken over and above that normally available, and we would encourage anyone who wishes to make use of this extra availability to make requests of their respective watch management teams.

Annual Leave and/or TOIL will be accounted for as follows:

1. Tactical Annual Leave or TOIL approved prior to attendance of a shift will be accounted for in the normal manner.
2. Requests made and approved upon attending a shift will be accounted for as a half day, in the normal manner.
3. If an individual is stood down part way through the shift, then no annual leave or TOIL will be deducted.
4. An individual may be asked if they wish to *remain off unit for whole or part of a rostered shift*. No annual leave or TOIL will be deducted, but the individual must remain fit to work and contactable in accordance with arrangements agreed with the respective supervisory team.

As the operation has very little requirement for additional staffing whilst a zero rate is applied, in these exceptional times we have agreed that management may elect to cancel an AAVA up to 12 hours notice. If an individual does have an AAVA cancelled then they will be considered as a priority for subsequent AAVAs in the future.

It is likely that when the situation allows traffic to start flying again, management may ask for a degree of flexibility around shift times and patterns, and in the interests of sustaining the company and our customers we would encourage our members to show as much understanding and flexibility as possible. As traffic increases further discussions will be held as appropriate. The pragmatic approach taken by management around the arrangements of Annual Leave, AAVA / Overtime and TOIL are in part a recognition of the need for this flexibility.

These arrangements expire at 23.59 30th April 2010.

Suresh Tewari
NTUS Chair