



Transfer of Engagement - Creating a new Society

Joint Statement between Midcounties Co-op, Central Co-op and Usdaw

Following the members voting for the merger of Central Coop and Midcounties Coop, the transfer of engagement has now been formally approved.

Both Midcounties and Central are now actively engaging with Usdaw to ensure they are fully aware of Midcounties and Central Co-ops plans so that they have all the information needed to offer support to members where required and they can raise any questions or concerns on colleague's behalf.

We are pleased to confirm that the second consultation meeting took place on 18 December 2025. Jayne Allport, National Officer from Usdaw was accompanied by, Steve Newman, Stevie Cassidy and Tom Berger, Area Organisers who support both Midcounties and Central. Senior Usdaw Shop Stewards, Shell Whitehead and Jack Vaughan from Midcounties also attended. Susan Barguss, Chief Operating Officer - People attended from Midcounties. Tracy Roberts, Head of People Operations attended from Central Co-op.

The following was discussed as part of the joint consultation meeting.

- Midcounties and Central explained that the process of agreeing the name of the new merged Society is ongoing. Due to the governance and complex process it will take longer than first anticipated and will not be completed by the time the legal process completes. Therefore on the 26 January 2026 the legal entity name for all colleagues in the new Society will be Central England Co-operative Limited.
- Midcounties and Central reminded that all Midcounties colleagues will transfer as a transfer of engagement and that there are no immediate changes to systems, terms and conditions or benefits. Usdaw will be consulted or informed on any changes planned.
- An update was given that following the announcement of the Transitional Board, President, Vice Presidents and CEO roles, that they have now confirmed and communicated the Executive structure for the new Society and the Integration workstream structure required to deliver the



synergy benefits. It was further advised that there would be no further people announcement relating to the integration before the transfer of engagement takes place on 26 January 2026.

- Midcounties updated that the People Workstream continues to consider the smooth transfer of colleagues and ensuring that colleagues have all they need for day one, although reconfirmed that there are likely to be no significant changes. Usdaw were advised that Midcounties and Central would welcome any input to support this work.
- Usdaw advised that there will not be any immediate changes to current Area Organiser or Shop Stewards support and members should continue to reach out to their respective Usdaw Regional Office with any queries.
- It was agreed that Usdaw would arrange 'drop in' sessions at the Warwick and Lichfield Support Centres for Usdaw members to meet with Area Organisers and Shop Stewards to discuss any questions that they may have. These sessions will be arranged in early January, and dates will be communicated once received by Midcounties and Central.

Midcounties Central and Central Co-op thanked everyone for their contribution during the meeting and would ask Usdaw to forward any agenda items ahead of the next meeting which will be held in January. In the meantime colleagues should continue to submit any questions via the email addresses given below.

Email addresses - ask@midcounties.coop and askus@centralcoop.co.uk

Tracy Roberts
Head of People Operations

Susan Barguss
COO - People

Jayne Allport
National Officer - Usdaw

22 December 2025