

Our ref:
Your ref:

18th April, 1985

Dear Colleague,

HATFIELD COLLIERY NEWSLETTER

The colliery has been severely damaged during the strike and the recovery period will extend over a considerable time. Due to the damage sustained and the cost involved in the recovery the manpower has had to be cut back to 1080 men by the end of the present year 1985/86. Financial losses over this year will be heavy.

The pit strategy with the reduced manpower levels will be as follows:-

1. To concentrate the pit workings to the North East and North West areas - the South East, Barnsley Area, HO4R's and 70's to be sealed off in the shortest possible time.
2. To push forward with the developments over the next year to achieve the increase in more productive retreat mining units. This will entail the developments in the North East to work a four shift system to improve the development rates of drivage, which will mean shift start and finishing times being changed. Efficient use of the material transport system must be achieved to obtain better development and face performances. Paddies will only run at the laid down times unless there is an emergency. The remainder of the time will be fully used on transport of materials, otherwise we will not achieve the necessary rates of development which means the pit cannot afford to run water paddies if it is to become profitable and secure the jobs for the future.

The North West developments must be pushed ahead with the greatest speed to develop new faces - improve the manriding, material, coal clearance system and M.A.T. This will increase productivity and earn the necessary money to make this pit viable.

3. Shaft manriding times will be strictly adhered to, this means that shaft available time can be fully utilised for materials handling and coal winding. Shaft manriding times and paddy times go hand in hand if men are late into the pit the paddies are late setting off, the men already at work will be penalised because paddies will not be available to transport them out of the pit.

Workmen will not be allowed to take their checks out if they report to deployment after the stated times. This is in everyone's interest to utilise the full shift time for both production and development.

4. Redundancy

Between 180 - 200 people will be made redundant on a voluntary basis with effect from the 13th July, 1985. In order to allow the oldest men to leave under this scheme it is necessary to make the following changes in order to maintain the number of men in the right category:

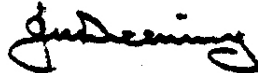
- (a) Chock fitters to be re-deployed to face/development work.
- (b) Mechanical Department to take control of the chock fitting duties
- (c) Reduce the face maintenance shift to nine men.

If these changes cannot be met redundancies will have to be selected from the categories of the workforce where we are in excess.

To make the pit more efficient and ensure full staffing on production units and developments, a pit market team for face men and drivage teams will be put into operation rather than spare men being allocated to each face on each shift.

This pit can be made viable and its future will depend on everyone buckling down and pulling his weight. The development and productivity rates MUST be improved and maintained, we have the reserves we need the production.

Yours sincerely,



J.K. DEEMING
Colliery Manager