

DONCASTER METROPOLITAN BOROUGH COUNCIL

EMPLOYEE RELATIONS (DISPUTES RESOLUTION)  
SUB-COMMITTEE

22ND AUGUST, 2011

A MEETING of the EMPLOYEE RELATIONS (DISPUTES RESOLUTION) SUB-COMMITTEE was held at the MANSION HOUSE, DONCASTER on MONDAY, 22ND AUGUST, 2011 at 2.00 p.m.

PRESENT:

Chair - Councillor Craig Sahman  
Vice Chair – Councillor David Holland

Councillors Bob Ford, Barry Johnson, J.P. and Martin Williams.

APOLOGIES:

No apologies for absence were received.

1. DECLARATIONS OF PERSONAL OR PREJUDICIAL INTEREST

No declarations were made at the meeting.

2. EXCLUSION OF PUBLIC AND PRESS

RESOLVED that the public and press be excluded from the remaining proceedings of the meeting in accordance with Section 100(A)(4) of the Local Government Act 1972, as amended, on the grounds that exempt information as defined in Paragraph 4 of Schedule 12A of the Act is likely to be disclosed.

3. FORMAL DISPUTE – REVISED PAY PROTECTION POLICY

The Sub-Committee considered the basis of a dispute submitted by UNISON in line with the Council's Disputes Resolution Procedure. A copy of the 'Collective Agreement Pay and Rewards Review' document had been circulated to all parties prior to the meeting.

At the commencement of the hearing, the Chair made introductions and outlined the procedure to be followed.

A written summary of the dispute was prepared jointly by the Parties to the Dispute which contained the original Statement of Dispute, details of the steps taken to try to resolve the matter before the dispute had been declared, and details of the steps taken at Stage 1 of the Disputes Resolution Procedure.

Following representations from both parties the Sub-Committee deliberated in private.

The Sub-Committee, having considered the basis of the dispute submitted by UNISON and having taken into account the verbal representations and evidence presented at the meeting, made the following decision:

RESOLVED that

- (1) in accordance with Section 3.2.9 of the Disputes Resolution procedure, the dispute submitted by Unison in relation to the revised Pay Protection Policy as a result of the Collective Agreement reached with effect from 1st December 2009, be not upheld; and
- (2) the Council's current Pay Protection Policy remain in force and employees shall have the benefit of Pay Protection until 1st December 2012.

RECOMMENDED TO THE EMPLOYEE RELATIONS COMMITTEE THAT THE PAY PROTECTION POLICY BE REVIEWED WITHIN THE NEXT 6 MONTHS. ANY CHANGES TO THE POLICY ARISING FROM THE REVIEW TO TAKE EFFECT FROM 1ST DECEMBER 2012.