

DONCASTER METROPOLITAN BOROUGH COUNCIL

EMPLOYEE RELATIONS (DISPUTES RESOLUTION)
SUB-COMMITTEE

22ND MAY, 2013

A MEETING of the EMPLOYEE RELATIONS (DISPUTES RESOLUTION) SUB-COMMITTEE was held in Room 009 at the CIVIC OFFICE, DONCASTER on WEDNESDAY 22ND MAY, 2013 at 10.00 a.m.

PRESENT:

Chair (for this meeting) - Councillor Tony Revill

Councillors Bob Ford, David Holland and Paul Wray.

APOLOGIES:

An apology for absence had been received from the Chair, Councillor Sue Knowles.

1. APPOINTMENT OF VICE-CHAIR OF THE EMPLOYEE RELATIONS
(DISPUTES RESOLUTION) SUB-COMMITTEE

Due to the Full Council Annual General Meeting taking place on 24th May, 2013, the Members decided not to appoint a Vice-Chair at this time.

RESOLVED that the appointment of Vice-Chair of the Employee Relations (Disputes Resolution) Sub-Committee be determined at the Full Council Annual General Meeting to be held on 24th May, 2013.

2. APPOINTMENT OF CHAIR FOR THIS MEETING

Nominations were requested for the appointment of Chair for this meeting.

Proposal of Councillor Tony Revill submitted by Councillor Paul Wray and seconded by Councillor Bob Ford.

RESOLVED that Councillor Tony Revill be appointed as Chair for this meeting.

3. DECLARATIONS OF INTEREST

In accordance with the Members' Code of Conduct, the Chair, Councillor Tony Revill declared an interest by virtue of being a member of GMB and former official of GMB.

In accordance with the Members' Code of Conduct, Councillor Paul Wray declared an interest by virtue of being a member of UNISON.

In accordance with the Members' Code of Conduct, Councillor David Holland declared an interest by virtue of being a member of Unite and former Regional Officer of Unison.

4. 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.

5. FORMAL DISPUTE – REDUCTIONS IN CLEANING HOURS WITHIN METRO CLEAN AND THE IMPLEMENTATION OF THESE REDUCTIONS

The Sub-Committee considered the basis of a dispute submitted jointly by the GMB, Unison and Unite Trade Unions in line with the Council's Disputes Resolution Procedure.

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

Members received a report which contained the reason for dispute submitted by Trade Unions, 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 the Trade Unions and having taken into account the verbal representations and evidence presented at the meeting, made the following decision:

RESOLVED that after careful consideration of all the written and verbal evidence presented it is the committee's decision that there is no option for a redundancy based buy out payment in the circumstances that have been described here today.

However, it is the committee's view that there is scope for a resolution to be reached in relation to the specific circumstances of the dispute and therefore it is this committee's decision to recommend, that in accordance with the Dispute Resolution procedure, paragraph 3.2.9(d), the matter is referred back for resolution by the parties to the dispute.