

Report of the Director of Corporate and Adult Services

Procedure for Settling Disputes

RECOMMENDATIONS

- 1.1 To recommend the Council to dissolve the Disputes Resolution Sub Committee of the Taxi Licensing and Appeals Committee and to establish a Disputes Sub Committee of the Personnel Committee with these terms of reference:

"To hear disputes and, where necessary, make recommendations to the Personnel Committee or Council Cabinet as appropriate under the Procedure for Settling Disputes."
- 1.2 To nominate three elected members from the Personnel Committee to serve on the Disputes Sub Committee subject to Council approval for its establishment.

SUPPORTING INFORMATION

- 2.1 At the Annual Meeting of the Council on 21 May 2008, it was resolved to establish a Personnel Committee with delegated powers which include the paragraph:

"To take key decisions in relation to equal pay, single status and job evaluation and to consider disputes over terms and conditions of employment".
- 2.2 At the same meeting, the Council also established the Disputes Resolution Sub Committee whose function is also to consider disputes under the existing procedure for settling disputes, resulting in a duplication of the functions.
- 2.3 It is suggested that it would be more appropriate for disputes which involve terms and conditions of employment to be referred to a sub committee of the Personnel Committee which has the responsibility for key policy decisions in this area.
- 2.4 There are practical problems, in terms of elected member availability, to convening the full Personnel Committee of eight members each time there is a matter to consider.

- 2.5 It is therefore proposed that, if Council is agreeable to the establishment of a Disputes Sub Committee, that three elected members from the Personnel Committee be nominated to discharge the functions of the sub committee.

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Background papers:	None
List of appendices:	Appendix 1 – Implications

IMPLICATIONS

Financial

1. None directly arising.

Legal

2. None directly arising.

Human Resources

3. ACAS advice on managing disputes strongly advises that organisations should establish internal machinery to try to minimise escalation of disputes to industrial action.

Equalities impact

4. None directly arising.