acas

Acas and the Dispute Resolution Review

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Acas Mission:

To improve organisations and working life through better employment relations

Dispute Resolution Review (DRR)
– Michael Gibbons

DRR – what's new?

Employment Act 2008

- repeal of 3 step procedure
- discretionary 25% adjustment of awards
- repeal of provisions on procedural fairness in unfair dismissal

DRR- what's new?

- Revised Acas Code of Practice on Discipline and Grievance

- Revised guidance to accompany the Code

DRR – what's new?

- Code has 3 sections

Introduction

Section dealing with disciplinary issues

Section dealing with grievances

Foreword - not part of the statutory Code

DRR - principles

- Issues to be dealt with promptly - don’t delay meetings and decisions
- Employers and employees should act consistently
- Investigate to establish facts

DRR - handling disciplinary cases

- Establish facts
- Inform employee of the problem
- Hold a meeting
- Allow employee to be accompanied
- Decide on appropriate action
- Provide an opportunity for appeal

DRR - handling an employee grievance

- Employee inform employer of problem
- Hold meeting with employee
- Allow employee to be accompanied
- Decide on appropriate action
- Allow employee to take grievance further if not resolved

DRR - what's new?

- **Enhanced Acas Helpline – more advisers/longer opening hours**

  08.00 to 20.00 on weekdays

  09.00 – 13.00 on Saturdays

DRR- what's new?

- The Adviser will explore issues/options
- In certain cases will refer suitable and interested callers to a Conciliator
- Is additional to existing service

DRR- what's new?

Pre-Claim Conciliation (PCC)

- A new service
- The Conciliator will contact the caller
- Offer Conciliation where appropriate

DRR – what's new?

Benefits of PCC

- Saves time / money / stress
- Quick solution - win- win
- Ownership of outcome - terms to suit those involved

DRR – what's new?

- Ownership of outcome - terms to suit those involved

- Avoid breakdown of employment relationship

DRR- final thoughts

- Changing culture for resolving problems
- Resolution in the workplace not in the courtroom

Further help

- contact your local Acas office
- Call our Help line 08457 47 47 47
- Visit our website - www.acas.org.uk

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