

## PROCEDURE FOR RESOLVING EMPLOYMENT RELATIONSHIP PROBLEMS

1. Under the Employment Relations Act 2000, an **employment relationship problem** is any problem (including personal grievances and disputes) relating to or arising out of an employment relationship.
2. A **personal grievance** is a claim that you have been unjustifiably dismissed; or unjustifiably disadvantaged by an unjustifiable action by us; or discriminated against, sexually or racially harassed or subject to duress (in relation to membership or non-membership of a union or employees' organisation) in your employment; or that we have failed to comply with Part 6A of the Employment Relations Act 2000.
3. You must raise a personal grievance within 90 days of the later of the day the action occurred, or the action came to your notice. If you do not meet that deadline then either we must consent or the Authority must allow the personal grievance to be raised late.
4. To raise an employment relationship problem you should write to us outlining (1) details of the problem or grievance; (2) why you feel aggrieved; and (3) what solution or remedy you are seeking. We will respond to your problem in writing.
5. If we cannot resolve the problem together, and either of us wishes to pursue the matter further, we can use the following services available for the resolution of employment relationship problems:
  - The Department of Labour's Employment Relations Infoline.
  - Mediation provided by the Department of Labour's Employment Relations Service (or by a mediator agreed between us).
  - The Employment Relations Authority.
  - The Employment Court.
  - A Labour Inspector.

# Resolving Employment Relationship Proble

**Dennis Campbell**



## **Resolving Employment Relationship Problem:**

Employee Relations John Gennard, Graham Judge, 2005 Written by the Chief Examiner and Associate Examiner for employee relations for the CIPD the new edition of this best selling text has been written specifically to cater for the CIPD s Employee Relations elective Offering a highly practical and accessible overview of the impact of the economic corporate and legal environment on employee relations it is also suitable for students taking an employee industrial relations module on an HR or business degree programme at undergraduate or postgraduate level TARGETED AT Students studying CIPD Professional Qualifications and undergraduate and post graduate students on employee relations modules on business and HRM courses

Managing Conflict David Liddle, 2017-09-03 Conflict in the workplace is a perennial problem for organizations Whether it s a disagreement between colleagues a dispute with management or large scale industrial action conflict negatively affects both people and profits as employee morale and productivity fall Endorsed by the CIPD Managing Conflict is an essential guide for HR professionals needing to tackle these problems by not only resolving current issues but also preventing future instances of conflict Going beyond interpersonal conflict the book also looks at resolving board room disputes disputes with shareholders in the supply chain commercial disputes and customer complaints The first part of Managing Conflict covers the causes and costs of conflict the impact of the psychological contract and the legal framework for managing workplace disputes both in the UK and internationally The second part of the book provides a blueprint for redefining resolution and building a culture of constructive conflict management from designing a conflict management strategy and developing a formal resolution process to embedding mediation engaging stakeholders and training managers in resolution and mediation skills This book also includes conflict resolution toolkits for managers HR teams employees and unions to help tackle conflict and bullying at work Packed with best practice case studies from major UK and global organizations this is an indispensable guide for all HR professionals looking to resolve conflict in the workplace Online supporting resources include a conflict health check tool conflict cost calculator and checklist for developing an internal mediation scheme

**Managing Employment Relations** Tony Bennett, Richard Saundry, Virginia Fisher, 2020-02-03 Employment relations is concerned with the relationship between employees and their employers one of the most important aspects of an HR role Managing Employment Relations will give students a thorough grounding in the processes context and practical application of employment relations and the skills they need for a successful career in HR Covering everything from the legal aspects of employment relations essential policies strategies and the changing social context to conflict resolution mediation employee engagement and workplace discipline Managing Employment Relations is an indispensable guide With brand new content on gig economy workers supporting diversity in the workplace individual and group policies and the need for greater transparency in the employer employee relationship this book is a comprehensive guide to the theory and practice of employment relations Mapped to the CIPD Level 7 module in employment relations and full of case studies and exercises

to help students understand the practical application of the core topics this is an essential textbook for postgraduate HR students and practitioners in an employment relations role Online resources include a lecturer guide lecture slides sample essay questions and additional case studies for students and lecturers as well as annotated weblinks     **Employee**

**Relations in Context** David Farnham,2000 This volume analyses the issues surrounding employment today and explores the challenges that lie at the heart of the workplace This second edition has been thoroughly revised and updated     New Zealand Employment Law Guide (2013 edition) Richard Rudman,2013-07-01 The New Zealand Employment Law Guide contains practical and easy to read coverage of employment law together with precise references to statutory instruments and case law It provides a comprehensive overview of an expanding and changing field of law as well as directions for further investigation of specific issues The Guide discusses employment law from both individual and collective perspectives It covers the law on employment relations employment agreements working hours remuneration disputes grievances termination of employment health and safety discrimination and privacy Significant decisions of the Employment Relations Authority and the courts are used to show how employment law is interpreted and applied in real life A model individual employment agreement is included for readers to adapt to their needs plus an outline collective agreement and the text of official codes of practice This edition is based on the law in effect at 1 January 2013 together with key case decisions and developments in practice to that date     **The Top Five Things to Consider before Filing an Employee Relations**

**Complaint** Patrice Miller,2018-10-12 This book will help employees at all levels of the company understand how to file effective employee complaints and get successful results You will learn The difference between EEO harassment and discrimination and Employee Relations or Non EEO How to file an effective complaint to get better results How to avoid filing ineffective complaints that may cause more harm than good When to use other avenues to resolve your issue before filing a formal complaint Whether you are a leader or individual contributor in an organization you will find these tools useful in assessing your personal situation helping you address your employee relations concerns in the best possible manner

Collective Employment Relations Debbie Sanders,Joseph Perry,Richard Saundry,2025-01-28 In an era of rapid technological economic and political change there is a growing awareness of the challenges of income inequality employment insecurity and workplace conflict In this context positive relationships between management and trade unions offer an opportunity to negotiate change and create fairer and more productive workplaces Part of the Palgrave Executive Essentials series this engaging text is the only dedicated resource for executive learners professionals and students of human resources and labour relations providing a strategic management guide to employee relations in the unionised workplace Combining theory with practical examples and tools relating to negotiations with unions and management of a unionised workforce this book is a one stop shop for students instructors and practitioners looking to supplement their understanding of employment relations with hands on knowledge of this vitally important context It includes case studies reflective questions suggested

resources and further reading for additional learning It will be a vital resource for executive education courses on employment relations and managing a unionised workforce as well as MBA students and exec MA students as well as the wider practitioner community

**Employment Relations** Amie Shaw,Ruth McPhail,Susan Ressler ,2018-01-01 Overview This is the second edition of the well regarded local text Employment Relations This new edition takes an even more practical approach to a complex area considering both the industrial regulation and human resources dimensions of the employment relationship As well as providing a comprehensive guide to employment relations in Australia the text also offers a selective international comparative view on the management of the employment relationship The text explains and emphasises the real world connections between the important theories of industrial relations and human resources which are key components of the employment relations discipline The overarching aim is for students to gain a deeper understanding of the World of Work through the discipline of Employment Relations

**Middle Income Access to Justice** M. Trebilcock,Anthony Duggan,Lorne Sossin,2012-05-03 Though most conceptions of the rule of law assume equality before the law and hence equal access to the justice system this basic right is not being met for many low and middle income Canadians This book focuses on the problem of civil access to justice for middle income earners those whose household income is high enough to disqualify them from legal aid but not high enough to cover the costs of litigation Featuring contributions by leading Canadian and international scholars practitioners and members of the judiciary this multidisciplinary collection draws on scholarship in the fields of law social science and public policy There is a particular emphasis on family law consumer law and employment law as these are the areas where research has indicated that unmet legal needs are highest Middle Income Access to Justice presents a variety of innovative solutions from dispute resolution process reforms to the development of non lawyer forms of assistance and new methods for funding legal expenses In doing so it lays the foundation for the development of a much needed new delivery model to provide early intervention for legal services

Advances in Industrial and Labor Relations David Lewin,Donna Sockell,2016-06-30 Advances in Industrial and Labor Relations Volume 6 presents papers that tackle concerns in industrial and labor relations The book is comprised of eight chapters each chapter reviews a study that discusses issues in industrial and labor relations The first two chapters discuss the development of models of industrial and labor relations that are not bound by characteristics processes and practices Chapter 3 compares the innovations in work organization compensation and employee participation in decision making Chapter 4 examines the cause and effects of technological change at the workplace level of analysis Chapter 5 discusses the effects of seniority based layoffs on survivors Chapters 6 and 7 cover the lump sum payment system Chapter 8 talks about the publishing performance of industrial relations academics The text will be of interest to readers who are concerned with the development of industrial and labor relations

District of Columbia Appropriations for 1976 United States. Congress. House. Committee on Appropriations. Subcommittee on District of Columbia Appropriations,1976

Indexes for Abstracts of Reports and Testimony ,1995

**Employment Law** Dennis Campbell, 2007-01-01 With issues such as immigration and globalization triggering social and legislative adjustments in all major legal systems labor and employment law is particularly susceptible to change In this special issue of the Comparative Law Year book of International Business practitioners who are specialized in labor and employment law provide reports on developments in national systems such as Australia Canada Chile the Czech Republic France Germany Greece Japan and New Zealand and examine selected issues in the Czech Republic termination of employment Latvia transfer of undertakings the United States ranging from sexual harassment in the work place and the ability of partners and share holders to sue employers to employee dress code and Ukraine hiring and dismissal procedures

*The Modernization of Labour Law and Industrial Relations in a Comparative Perspective* Silvia Spattini, 2009-01-01 Not all labour law and industrial relations scholars agree on the efficacy of the comparative approach that the analysis of measures adopted in other countries can play a constructive role in national and local policy making However the case deserves to be heard and no better such presentation has appeared than this remarkable book the carefully considered work of over 40 well known authorities in the field from a wide variety of countries including Australia France India Israel Peru Poland and South Africa The volume contains papers delivered at a conference sponsored by the Marco Biagi Foundation at the University of Modena and Reggio Emilia in March 2008

*Government Regulation of the Employment Relationship* Bruce E. Kaufman, 1997 Ever since the emergence of industrial relations as a field in the late 1920s three different approaches to labor problems have been focal points for research and debate according to Bruce E Kaufman What he refers to as employers solutions involve personnel management workers rely on unionism and collective bargaining and the third component the community depends on government regulation in the form of protective labor legislation and social insurance programs Kaufman contends that government regulation has contributed significantly to the remarkable progress made during the twentieth century in achieving a more productive and humane workplace As labor problems have changed debate about the efficacy of government regulation has continued In this volume some of the most distinguished scholars in industrial relations frame the current issues develop theoretical insights and provide an objective review of the empirical evidence

*Current References and Information Services for Policy Decision-making in State and Local Government Labor Relations* United States. Division of Public Employee Labor Relations, 1971

*Departments of State, Justice, and Commerce, the Judiciary, and Related Agencies Appropriations for Fiscal Year 1977* United States. Congress. Senate. Committee on Appropriations, 1976

[District of Columbia Appropriations](#) United States. Congress. Senate. Committee on Appropriations, 1975

**District of Columbia Appropriations for 1976** United States. Congress. Senate. Committee on Appropriations. Subcommittee on District of Columbia, 1976

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