EMPLOYMENT DISPUTES AND THE THIRD PARTY

Employment Disputes and the Third Party

Pat Lowry

M
MACMILLAN

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Contents

<i>List of Tables</i>	vi
<i>List of Abbreviations</i>	vii
<i>Preface</i>	ix
Introduction	1
1 Collective Conciliation	13
2 Arbitration	37
3 Mediation, Inquiry, Investigation and Review	90
4 Individual Conciliation	104
5 The Statutory Minimum Wage Question	160
6 From Bridlington to Bournemouth	175
Conclusions	192
<i>Notes and References</i>	199
<i>Index</i>	206

List of Tables

1.1	Completed collective conciliation cases, 1975–88	34
2.1	Analysis of CAC awards, 1976–81	46
2.2	Number of boards of arbitration, 1978–88	49
3.1	Number of collective conciliations, arbitrations and mediations, 1978–88	92
3.2	Review bodies, scope and numbers covered (approx.), as at September 1987	100
4.1	Summary of industrial tribunal jurisdictions, as at December 1988	106
4.2	Jurisdictional analysis of industrial tribunal applications received by ACAS, 1982–8	107
4.3	Individual conciliation cases received and dealt with in all jurisdictions, 1982–8	116
4.4	Electricity supply industry: disciplinary cases referred to arbitration	130
4.5	Individual conciliation: cases settled and withdrawn as percentage of cases dealt with, 1983–8	144
4.6	Total cases received by ACAS and number and percentage of non-ITI cases, 1976–88	147
5.1	Wages councils: inspection and enforcement	164

List of Abbreviations

ACAS	Advisory, Conciliation and Arbitration Service
AEU	Amalgamated Engineering Union
AFPRB	Review Body on Armed Forces Pay
ASLEF	Associated Society of Locomotivemen, Enginemen and Firemen
BT	British Telecom
CAC	Central Arbitration Committee
CBI	Confederation of British Industry
CCSU	Council of Civil Service Unions
CIR	Commission on Industrial Relations
COHSE	Confederation of Health Service Employees
COIT	Central Office of the Industrial Tribunals
CSAT	Civil Service Arbitration Tribunal
DDRB	Review Body on Doctors' and Dentists' Remuneration
DE	Department of Employment
ECA	Electrical Contractors' Association
EAT	Employment Appeal Tribunal
EC	European Community
EEF	Engineering Employers' Federation
EETPU	Electrical, Electronic, Telecommunication and Plumbing Union
GEC	General Electric Co. Ltd.
LRT	London Regional Transport
NACODS	National Association of Colliery Overmen, Deputies and Shotfirers
NALHM	National Association of Licensed House Managers
NAPRB	Review Body for Nursing Staff, Midwives, Health Visitors and Professions Allied to Medicine
NAT	National Arbitration Tribunal
NCB	National Coal Board
NGA	National Graphical Association
NHS	National Health Service
NUM	National Union of Mineworkers
NUPE	National Union of Public Employees
NUR	National Union of Railwaymen
OME	Office of Manpower Economics
POAT	Post Office Arbitration Tribunal

POAMT	Post Office Arbitration and Mediation Tribunal
PRP	Pharmacists' Review Panel
RSNT	Railway Staff National Tribunal
SJIC	Statutory Joint Industrial Council
SOGAT	Society of Graphical and Allied Trades
SRB	Special Review Body (TUC)
STUC	Scottish Trades Union Congress
TGWU	Transport and General Workers' Union
TSRB	Review Body on Top Salaries
TSSA	Transport and Salaried Staffs Association
TUC	Trades Union Congress
UCW	Union of Communication Workers
UDM	Union of Democratic Mineworkers

Preface

This book covers more than just the ACAS involvement in industrial disputes. My thanks are therefore due not just to those former ACAS colleagues who have assisted me so enormously but also to all those others – in employers' associations, trade unions, nationalised industries and private sector companies – on whose time I have so shamelessly trespassed and whose patience I have so sorely tried. To them all, as well as to officials in the Department of Employment and the Office of Manpower Economics, I am most grateful.

I am particularly indebted to Jean Hiltrop, David Burrill and Alice Brown for allowing me to quote some of the results of their research work for ACAS into certain aspects of the Service's conciliation and arbitration activities. At Warwick University Linda Dickens offered me some much needed help and advice in the area of individual employment rights in which she is so widely acknowledged an expert.

As a result of all this assistance I have tried to be as factually accurate as a rapidly changing scene permits. Needless to say, the conclusions and opinions are my own. In a book which dwells, in part, on matters concerning equal opportunities in employment, it is particularly important to stress that I have observed the convention of using 'he' and 'him' to cover both genders, save of course where the context is so obviously concerned with one sex only.

PAT LOWRY