



**Isle of Man  
Government**

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# Industrial Relations Policy

Isle of Man Government Policy

Council of Ministers

June 2005

## **INDUSTRIAL RELATIONS POLICY**

### **THE POLICY**

It is Government policy that industrial relations activities across the public sector should be managed and co-ordinated in order to achieve a consistency of approach which strikes a fair but realistic balance between the operational requirements of employing authorities in the provision of public services and the reasonable needs and aspirations of staff.

### **IMPLEMENTATION**

To achieve this: -

- (a) Employing authorities will be required to observe existing collective bargaining arrangements and corporate procedures designed to provide a joint mechanism for discussing matters requiring negotiation and for the settlement of disputes.
- (b) Employing authorities will seek to establish and maintain a constructive relationship with registered trade unions recognised by them as representing the interests of their staff.
- (c) The Personnel Office will endeavour to advise, assist, guide and support employing authorities as they seek to secure the maximum co-operation possible in the joint resolution of those industrial relations issues for which they are responsible and which are not for determination through other established collective bargaining arrangements.
- (d) The Personnel Office will be responsible for co-ordinating industrial relations activities across the public sector on behalf of the Council of Ministers and for monitoring the effectiveness of the same by seeking appropriate information from and providing information to employing authorities in a timely fashion.