



Isle of Man
Government

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Employee Relations Policy

Isle of Man Government Policy

Council of Ministers

June 2005

EMPLOYEE RELATIONS POLICY

The Policy

It is Government policy to encourage effective communications between employers and employees across the public sector to ensure a free flow of information about issues affecting staff and to establish adequate mechanisms for seeking employees' views through consultation on appropriate matters.

Implementation

To achieve this: -

- (a) Employing authorities will strive to foster good relations with their staff in order to reflect the interests of both and seek joint solutions to work related problems, wherever possible.
- (b) The right will be protected of all employees to belong to any staff association or any professional or other body or trade union of their choice, which will admit them under their rules of membership.
- (c) Employing authorities will seek to ensure that their dealings with employees and their recognised representatives are conducted in a frank, fair and constructive manner which aims to create an atmosphere of mutual trust and respect and helps to secure a collaborative working environment.
- (d) The establishment of joint consultative, provided they have appropriate terms of reference, will be encouraged as a means of providing a forum for discussion on certain issues (e.g. working practices, health and safety, protective clothing) of mutual concern with a view to increasing the involvement and participation of staff in the interests of promoting efficiency, smooth working and economy.
- (e) All staff should have available to them a fair and effective procedure for the resolution of grievances relating to their employment as close as possible to their source and know that it will be operated openly and equitably.
- (f) All staff should be made aware of the disciplinary procedures which apply to them and the identity of the person or body to whom application can be made if dissatisfied with any penalty imposed, confident in the knowledge that procedures will operate fairly and consistently.
- (g) The Personnel Office will endeavour to advise, assist, guide and support employing authorities as they seek to introduce better mechanisms for improving employee relations by whatever means might be considered appropriate and in consultation with authorities will seek to aid the Council of Ministers in the establishment of relevant policies and strategies.
- (h) The Personnel Office will be responsible, on behalf of the Council of Ministers, for monitoring the effectiveness of employee relations' activities across the public sector and reporting thereon to the Council.