

Industrial Relations Forum Meeting Minutes

12 July 2023, 10.00 – 11.30

Central Government Office, 3rd Floor, Committee Room

And Microsoft Teams

For publishing on OHR Website

Attendees

Trade Union representatives and Employers

Subject	Summary
Apologies	See above
Declarations and Conflicts of Interest	None recorded
Minutes	The minutes from the March meeting were agreed. It was noted that minutes of the Industrial Relations Forum meeting would be published to the IOM Government Website following approval.
Action Log	See action log
Complaints policies across Government	A discussion took place around the various complaints procedures/policies that exist in Government. It was felt that some staff who do not get satisfactory results from their complaints and who leave the organisation, can use a different route to complain as a member of the public. It would be difficult to keep a track of this and work could be duplicated. It was also noted that currently, different areas of Government treat staff differently due to inconsistency in policies. It was agreed that the following actions would be carried out: <ul style="list-style-type: none">• A caveat to be included in each policy to safeguard employees• Vexatious Policy to be reviewed (including Trade Unions views) (Policy for managing vexatious complaints, correspondence and behaviour)
Key worker package update / How Government is tackling the cost of living crisis for workers	The Trade Union representatives talked about incentives that were available to Government Workers to help recruit and retain staff. It was noted and acknowledged that Government could not compete with Private Sector companies who offer 'packages' to their staff. Some suggestions from the Trade Unions included: <ul style="list-style-type: none">• Rates reductions• Hybrid working• Internet cost reductions Management acknowledged that the 'Our Public Service' project would be picking this topic up as part of one of the work streams.
The role of HR Business Partners	A question was raised around the role of the OHR Business Partners to which it was agreed that a job description would be circulated for the Unions attention.

A Great Place to Work, Our Public Service	A discussion took place around the work streams and the involvement of the Trade Unions. The Union representatives reported that they have been invited to a conference on 24 July where they will be brought up to date on the progress of the project and the plans for the next 12 months. If members were not available to attend the meeting in July another meeting would be arranged for September. It was confirmed that a new website would be going live in the very near future which will provide the most recent information/plans going forward. The Trade Union representatives talked about their involvement with the project and how they felt they had not been communicated with since the last meeting they attended earlier in the year. Management will feedback to the project owners.
Date and time of next meeting	13 December 2023