Industrial Court Annual Report 2001-2002

Industrial Court

This report on the activities of the Industrial Court for the period 8 March 2001 to 31 March 2002 was presented to the Minister for Employment and Learning by the Chairman of the Industrial Court on 21 June 2002.

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CHAIRMAN'S REVIEW OF THE YEAR

The Industrial Court, which was established back in 1919, was reconstituted on 8 March 2001. In its most recent past, the Court was responsible for dealing with complaints from trade unions against employers in relation to disclosure of information for collective bargaining purposes. It also had various other areas of responsibility. With the statutory recognition element of the Employment Relations (Northern Ireland) Order 1999 coming into effect on 8 March 2001, introducing new statutory recognition rights for trade unions to conduct collective bargaining, this situation changed. It was this legislation which was the catalyst for the reorganisation and re-launch of the Industrial Court.

The Industrial Court took up its new remit in relation to statutory trade union recognition on 8 March 2001. As its Chairman I have welcomed the challenge which this jurisdiction has brought. Over this, our first full year in operation, I am happy to record real progress in carrying out our responsibilities. This report sets out what has been achieved since its reconstitution.

Prior to the re-launch of the Industrial Court the custodian of its functions was Mr John Maguire CBE, President of the Industrial Tribunals and the Fair Employment Tribunal. I am grateful for the way he facilitated the transfer of the Industrial Court into my care.

There was a period of intense preparatory activity where the Secretariat and the Chairmen designate prepared for the launch of the Industrial Court. This period of some four months was a time of concentrated effort during which we sourced the necessary staff and finance, designed and delivered training for staff and panel members, developed a plethora of forms, as well as the necessary Industrial Court systems and guidance notes. Our equivalent body, the Central Arbitration Committee (CAC) in GB was extremely helpful during this start-up phase and I would like to take this opportunity to record my gratitude to them for all the help they have given us during that time. I would also pay tribute to the very positive and dynamic reciprocal relationship that our two organisations have developed over this period.

The Minister for the then Department of Higher and Further Education, Training and Employment appointed me as Chairman and Barry Fitzpatrick as Deputy Chairman. He also appointed 12 panel members, 6 whose experience was representative of employers and 6 whose experience was representative of workers. Unfortunately, for professional reasons Mr Andy Snoddy had to resign during the course of our first year but we are now once again up to a full complement of panel members. The complete panel is listed on page 8 of this report.

Barry and I have worked very closely with Tim Devine, the Secretary of the Industrial Court and his team throughout our first year in existence as a reconstituted organisation. During this time we designed all of the Industrial Court systems, continually monitored and updated policy and developed the critical external relationships, which the Industrial Court needed to establish and maintain. While only allocated to the Court on a part-time basis the staff team has proven to be very

committed and professional in all aspects of their Industrial Court work. We have also been heavily involved in the training and development of the panellists and in ensuring that panel members are kept up to date on decisions made.

In the lead up to the launch of the Industrial Court we ran a series of information seminars for trade unions and employers organisations. We continued with these post-launch and feedback from participants has indicated a high level of satisfaction. This was part of the Court's policy of openness and reflected our commitment to provide as comprehensive a range of information as possible. This policy has been maintained through the development of our website. The Industrial Court publishes all its decisions on the Departmental website and details of forthcoming hearings are also made public by this mechanism. We are arranging ongoing meetings with relevant organisations and have for example met with the Human Rights Commission, the Office of Industrial Tribunals and the Fair Employment Tribunal (OITFET) and the Labour Relations Agency.

The Industrial Court deals with statutory recognition applications through tripartite panels. These panels consist of a Chairman (Barry or myself) with two members, one with experience as a representative of employers and one with experience as a representative of workers. I have been very conscious that with a relatively small panel base it was necessary to spread the caseload as equitably as possible. I have sought to give panel members experience of applications to the Industrial Court as quickly as possible.

I have chaired six recognition panels during the first year and Barry four. However, Barry and I have met regularly to ensure that all Industrial Court panels (given the uniqueness of each application) followed as consistent an approach as possible.

Barry and I have met formally with the Secretariat each month and more often as required. We held a two-day residential training and policy development event with the complete panel in February 2001. This led up to the formal re-launch of the Industrial Court on 8 March 2001. We have also held a full panel review day in October where we shared all the relevant learning to date with all the members of the Court. Barry and I met with the Secretariat in March 2002 to review the year's work and to prepare this report.

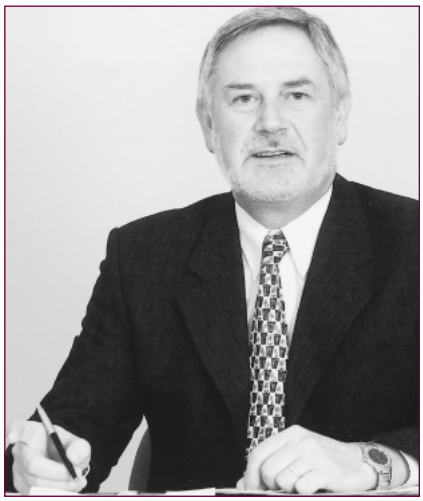
The Industrial Court is obliged by statute to adjudicate on trade union recognition, but is also able to facilitate voluntary, agreed solutions between the parties. The statutory decision-making framework has very explicit criteria and decisions are largely tightly time-bound. Industrial Court panels have already been involved in a number of sensitive and complex cases. Decisions on these, as in all cases, have been made on the basis of the submissions and evidence put before them, addressing the statutory criteria and by utilising the extensive industrial relations experience of the panel members. Indeed, I feel that I should record that we have been very fortunate in the quality of our panel members and in the interest and commitment they have shown to the Industrial Court as well as the very objective and professional approach that they have brought to their statutory role.

While the CAC has been in operation for a year longer than the Industrial Court we

have now, at the end of our first year, largely caught up with it in terms of our experience of the various decision points reached and broad knowledge gained. We continue to learn from the experience of the CAC and I believe our own work has added materially to the UK jurisprudence. This is an important relationship and one that we shall continue to develop.

The key issues, which have arisen during this first year, are covered in the body of this report - I recommend them as a source of information to applicants, employers and advisers. I believe the year has been a positive learning experience for all of us. This will continue as the Industrial Court and its staff continue to develop and refine systems and processes, in order to meet our statutory remit and the needs of the parties to applications.

In conclusion, I record with satisfaction the manner in which the Industrial Court and its staff have managed its first year of operation. We have built a substantial body of organisational knowledge and are looking forward to the challenges of the coming years.



Richard Steele
Chairman

MEMBERSHIP OF THE INDUSTRIAL COURT AT 31 MARCH 2002

Chairman

Mr Richard Steele

Deputy Chairman

Professor Barry Fitzpatrick

Members with experience as representatives of employers:

- Mr George McGrath - Recently retired Deputy Chief Executive, BT (NI).
- Mr WF Irvine McKay - Self-employed Marketing Consultant.
- Mr Maurice Moroney - Employment Relations Manager, Ulster Bank Ltd.
- Mrs Elizabeth Rutherford - Ex Personnel Manager, Harland & Wolff.
- Mr Mervyn Simpson - Ex Business Development Manager, Du Pont.
- Ms Caroline Whiteside - Personnel Manager, Ulster Carpet Mills Ltd.

Members with experience as representatives of workers:

- Mr Joe Bowers - Regional Officer (now retired), MSF, Manufacturing, Science and Finance.
- Mr Bob Gourley - Regional Officer, USDAW, Union of Shop, Distributive & Allied Workers.
- Ms Avril Hall-Callaghan - Deputy General Secretary, UTU, Ulster Teachers Union.
- Mr Jim McCusker - General Secretary, NIPSA, Northern Ireland Public Service Alliance.
- Mr Peter Williamson - Irish Divisional Organiser, AMICUS/AEEU.
- Ms Fiona Marshall - Regional Industrial Organiser for Women and Equality, ATGWU, Amalgamated Transport and General Workers Union.

RE-LAUNCHING THE INDUSTRIAL COURT

Perhaps the only thing that has not changed about the Industrial Court since its reconstitution is its name. It is now headed up by a Chairman rather than a President, has a completely new structure and membership, has a new Secretary and Secretariat, has a new location and a significant new jurisdiction on trade union recognition issues. For both the members of the Industrial Court and its staff this was a relatively new jurisdiction and one for which many of us had limited relevant past experience. The Industrial Court has similar characteristics to a tribunal but has a different method of arriving at decisions and operates in a different industrial scenario and legal context.

In November 2000 the Department committed to a re-launch of the revamped Industrial Court on 8 March 2001. This gave us just over four months to plan, set up, resource and re-launch the Industrial Court equipping it to deal with a new judicial function. During that time we:

- designed systems and processes;
- identified and met the staff requirements for the Secretariat;
- sourced funding;
- arranged the appointments of the Chairmen and panel members;
- managed the necessary legislation through the Assembly process;
- designed and delivered training for both staff and Industrial Court panel members;
- wrote guidance notes;
- designed and delivered information seminars to key stakeholders i.e. employers and trade unions; and
- designed and delivered the Industrial Court re-launch event.

All of the above preparations were completed regardless of whether the Industrial Court would receive between four and six applications as we had tentatively expected, or none at all. We learned a lot from the set-up experiences of the CAC and were aware that in GB there had been an increase in the number of voluntary agreements on the foot of the legislation coming into effect. Our research indicated that the Court would have applications to deal with quite soon after going live. In fact, over the year we have had 10 applications.

In line with GB experience, there were no applications in the first few months of the Industrial Court's operation. Unions were considering how best to use the new formal statutory process and were keen to fully explore the voluntary route prior to making formal application to the Industrial Court. This introductory period meant that the staff team could continue to develop appropriate systems and to advise parties on the legislation as well as to continue to roll out the information seminars. In order to meet the deadlines and to be able to deal with applications we devised a flexible project plan to take account of the key milestones we expected to meet. In essence, this boiled down to a 'just in time' planning approach. This was particularly true in terms of the key decision points through which applications would potentially progress. Our colleagues in the CAC provided invaluable assistance and guidance as we worked to get ready for the re-launching of the Court on 8 March 2001. They were generous with pertinent systems guidance, sample forms etc, and members of their Secretariat came over to

assist with our training and policy development event in February 2001. During this Industrial Court initiation phase we established strong organisational ties with the CAC which we have continued to value and develop.

There was an expectation that the Industrial Court applications would follow very much in line with the CAC experience and that perhaps the CAC would stay ahead of the Industrial Court in terms of decision points and policy development. In practice the Industrial Court has dealt with new issues from the very first application it received and has broadly, in terms of the range and scope of its recognition decisions reached the same point as the CAC. We have been able to share with the CAC some new policy issues that we have experienced first here in Northern Ireland. This experience has reinforced the value of our relationship with the CAC and the importance of maintaining close contact with key Northern Ireland stakeholders e.g. the Labour Relations Agency, the Office of Industrial Tribunals and the Fair Employment Tribunal and the Human Rights Commission.

Key learning during the first year of the Industrial Court

There have been various areas where the parties to an application, be they employers or unions, have experienced difficulties with the process or not fully understood how the Industrial Court functions. In general our processes are very similar to the CAC and our learning during our first year in operation is much the same as theirs. However there have been some areas where our experience has differed. I note below some of the key learning points, which have arisen during the first year of the Industrial Court that we wish to share with potential applicants and respondents.

1. Precedent does not tie the Industrial Court

Parties in their submissions to Industrial Court panels have regularly quoted, and perhaps occasionally relied overly heavily on, published decisions of the CAC. In practice, while of course respecting the rights of either party to compose their submission to the Industrial Court as they choose, the Industrial Court panel must consider each application and party submission on its own merits and on the evidence presented measured against the statutory criteria. The Court takes account of the specific and unique set of circumstances that are germane to that particular application at that particular point in time.

The need for this case-specific adjudication approach is reinforced and complemented by the make up of the Industrial Court membership. The legislation requires that each Court panel has a member whose experience is as a representative of employers and a member whose experience is as a representative of workers. Ultimately, it is often this workplace industrial relations experience which comes into play in making a determination. The invaluable experience and objective judgement that panel members bring to the Court is critical in this type of decision-making. The criteria that apply to the various decision points are very specific and clearly laid out in the guidance notes for the parties. The circumstances of each application, as yet, have never exactly mirrored another case.

2. Evidence of membership or support for recognition

In general where the parties provide evidence to the Industrial Court to support their position, each party's submission is copied to the other and the parties are entitled to challenge the evidence and any interpretation of the data by the other party. In terms of the Industrial Court testing the evidence provided by the parties it is the Case Manager, acting under the direction of the panel, who has the duty to run any relevant checks and investigate any dispute in the parties' interpretation of the evidence. Generally these checks are on the membership lists provided by the union and the list of employees supplied by the employer. The Case Manager will prepare a report for the Court panel and will follow up on any secondary issues that the panel members identify. It is for the panel to decide on the relevance of data, quality of evidence supplied and perhaps by holding a hearing, to test the parties' 'positions and submissions'. The parties need to be aware that it is in their interest to provide the Case Manager with appropriate information to analyse. The panel may draw negative inferences from poor evidence supplied.

3. Policy of confidentiality on union membership lists

The Industrial Court has established a policy on confidentiality in relation to carrying out trade union membership checks that differs from the CAC. The CAC seeks to get the agreement of the parties that membership checks are conducted on a basis of agreed mutual confidentiality. They encourage the parties to trust the CAC's independent assessment of the evidence. The Industrial Court position is that membership lists submitted to the Court will not be copied to the employer unless, of course, they are attached to the application form. In essence this formalises what the CAC have been doing in practice.

4. Guidance to the parties

It has been the intention of the Industrial Court through our planning phase and in the future, to be as open and informative about what the statutory right to recognition means in practice to both employers and unions. The intention of the legislator is clear... there now exists a new statutory right to trade union recognition for specific purposes (pay, hours and holidays) under specific criteria outlined in the legislation. It is also clear that the legislator sought to encourage voluntary agreements where possible and that this applied even after the parties become involved in statutory Industrial Court applications. At each decision point the facility is built in for the parties to reach agreement, the principle being that agreed arrangements between the parties will be better in the longer term than formal recognition and the method of collective bargaining being decided by the Court.

To disseminate the details of the new statutory procedure, the Industrial Court ran a series of seminars to explain Court systems and processes, how decisions are arrived at and what the specific criteria laid down in the legislation are. These seminars were very well attended and the feedback from participants was positive. Subsequently, on request, Court staff met with unions and employers to discuss and explain the new right

and what its implications were for them. It has in the main been the trade unions that have asked for Court assistance prior to application, although some employers have availed of this facility. The Industrial Court would encourage employers who have been approached by a trade union in relation to recognition and who are uncertain of their statutory position, to contact the Secretariat or log onto the Industrial Court reference within the Departmental website: www.delni.gov.uk/er.

The Court seeks to maintain the provision of impartial guidance to the parties even as applications are progressing through the statutory process. In the interests of clarity and equity, Court staff are available to inform parties about the detail of the statutory process and to clarify the implications of specific Industrial Court decisions. Staff cannot however, while an application is before the Court, advise on the specifics of what actions can or should be undertaken by any party. Any assistance provided must be objective and impartial and be seen as such. The Industrial Court panel may also, as part of its mediation function be involved in assisting the parties.

5. The three-year rule

Initially, many unions and employers were unsure at what point a union would, if they were not successful in their application, be barred from submitting a further application for the next three years. This issue was of particular relevance if the original bargaining unit was altered either by agreement or by the Industrial Court. To avoid doubt, we have made it clear in our guidance notes that the critical point is the acceptance of the application. However, if after acceptance, the bargaining unit is changed and the application for the new bargaining unit does not meet the reapplied validity tests, the union is barred only in respect of the bargaining unit in its original proposal or one substantially the same. Also if the Court, after a ballot, makes a declaration that a union is not entitled to be recognised, the three-year rule starts with the day after the declaration was issued.

In reviewing its first year of operation I believe that the Industrial Court and its Secretariat have performed very effectively and are now well placed to meet the challenges of the coming years.

Tim Devine
Secretary

OUR ROLE, OBJECTIVES, TARGETS AND RESULTS

OUR MAIN ROLE IS DEALING WITH: -

i) statutory applications for recognition and de-recognition of trade unions;

ii) statutory applications for disclosure of information for collective bargaining;

iii) disputes over the constitution of European Works Councils; and

iv) voluntary arbitration.

OUR OBJECTIVES ARE: -

1. to manage the statutory adjudication process dealing with trade union applications to the Industrial Court in an effective, professional and fair manner;

2. to achieve outcomes which are practicable, fair, impartial, and where possible, voluntary;

3. to give a courteous and helpful service to all who approach us. We aim to publish clear, accessible and up to date guidance and other information on our procedures and requirements, and will answer enquiries concerning our work, although we do not offer legal advice;

4. to provide an efficient service, and to supply assistance and decisions as rapidly as is consistent with good standards of accuracy and thoroughness, taking account of the wishes of the parties and the statutory timetables; and

5. to develop our staff so that they are fully equipped to do their work and contribute to the aims of the Industrial Court.

OUR PERFORMANCE MEASURES AND TARGETS BASED ON THESE OBJECTIVES ARE:

- proportion of applications for which notice of receipt is given and responses sought within one working day (target: 95%);

The Industrial Court achieved 100% on applications received.

- proportion of users (parties) expressing satisfaction with administration and conduct of the case and/or the procedural guidance provided to them (target: 85%)

87.5% of users responding expressed satisfaction. Users' views were requested via questionnaire after Industrial Court action completed. 57% of users asked responded.

- proportion of written enquiries and complaints acknowledged and replied within 3 days (target: 90%)

100% of enquiries and complaints were met within timescale.

- to draft an annual report on the work of the Industrial Court in its first year by 31 March 2002. (Publication by June 2002).

Draft report approved by Chairman: 26 March 2002.

USER SATISFACTION

If you are asked for your views on any aspect of our service, we would appreciate your co-operation. However, if you have any comments, whether of satisfaction, complaint or suggestion, please do not hesitate to contact us. If you are dissatisfied with any aspect of our service, please let us know so that we can rectify the matter/s. If you cannot resolve your problem/s with the person who dealt with you originally, please ask to speak to their manager or, if necessary, the Secretary of the Industrial Court who will investigate your complaint.

If you wish to complain in writing, please write to:

Tim Devine
Secretary
Industrial Court
Adelaide House
39-49 Adelaide Street
Belfast
BT2 8FD

In the event of any complaint, we hope that you will let us try to put things right but if necessary you can write to your MLA, who can tell you how to have your complaint referred to the Parliamentary Commissioner for Administration (the Ombudsman).

RECOGNITION - EXPERIENCE OF THE DEPUTY CHAIRMAN

As Richard Steele has indicated in his Review of the Year, we have worked closely together to bring the reconstituted Industrial Court into being and to oversee its activities in its first year of operation. Although we have both had extensive careers as academics and are legal practitioners of long standing, we bring to the Court a range of expertise, in Richard's case, that of an experienced arbitrator and, in my case, four years' experience as a part-time Chairman of Industrial Tribunals.

I have three particular impressions of my first year's experience as Deputy Chairman of the Court. The first impression is the contrast of my experience as a tribunal Chairman and as Deputy Chairman of the Court. Although OITFET provides a most efficient service in support of Industrial Tribunals, it is a very different experience to be part of a structure which combines both administrative and judicial processes. Not only do we enjoy the administrative support of the Court's Secretariat, we also have the benefit of the unique role of our Case Managers who investigate the application on behalf of the Court, provide valuable information to the Court in reaching its conclusions and oversee a range of our activities, for example, the operation of ballots on behalf of the Court. In the more traditional judicial setting of the Industrial Tribunal, the Chairman, with the assistance of its panel members, is very much 'on his or her own' in managing the proceedings and reaching conclusions upon the matters before the Tribunal. In the collegiate atmosphere of the Industrial Court, while the deliberations are purely those of the Court, the Case Managers undertake significant work on the Court's behalf. Together with the close working relationship which I have enjoyed with Richard, I believe that this *modus operandi* has greatly enriched the decision-making process of the Court. A difficult aspect of the Court's work is the distinction between our potential role as a mediator and as an adjudicator at various stages of the process. It is perhaps not surprising that the parties to the applications before us have not yet in the main made use of this mediation role, thereby not bringing about a situation in which the Court must strike this delicate balance.

The second impression is that it is only with 'hands-on' experience that the full implications of the statutory recognition procedure can be appreciated. That is not to say that we did not receive the most extensive training, for example, through a most valuable two day residential training session with our panel members in February 2001, and guidance, in particular from our colleagues in the CAC, as well as our Secretariat. Nor can it be denied that the Schedule has been designed, with previous experience of statutory recognition in mind. Nonetheless, despite the advantage gained from the experience of the CAC, which has been operating for nine months before us, our case load has thrown up a range of issues which has presented us with numerous challenges, many of which might not have been anticipated by the legislator, and all of which I think we have tackled with good sense and good judgement.

My third impression, leading on from the second, is that we have encountered some fascinating issues. Needless to say, it was in our first application that many of these issues arose. In IC01-2001, *AEEU & Kwik-Fit Ireland*, we were immediately confronted

with the very issue which largely distinguishes our jurisdiction from that of the CAC, namely the question of how the recognition procedure copes with the prospect of a trans-national bargaining unit. In *Kwik-Fit*, the applicant's union proposed bargaining unit was made up of the respondent employer's sites in Northern Ireland. However, the employer contended that the appropriate bargaining unit was made up of its sites in both Northern Ireland and also a number of sites in the Republic of Ireland. This is a particularly pertinent issue on an island which is becoming increasingly integrated in an economic sense that such a bargaining unit might be contended. In the event, the Court, drawing upon the industrial relations experience of its panel members, concluded that the proposed bargaining unit was an appropriate one. It remains to be seen how the Court will cope with a 'transnational' bargaining unit or indeed a bargaining unit across GB and NI workplaces. However, the latter is an issue for which it should be possible for the Court and the CAC to develop a protocol to deal with such situations.

Kwik-Fit also threw up perhaps the most sensitive issue to confront either the Court or the CAC, namely the confidentiality of union membership lists. The Court collectively concluded, again on the basis of the industrial relations experience of its lay members, that it would operate a policy of seeking to protect this confidentiality in order to prevent the very essence of the statutory process being undermined. Nonetheless, the Court in *Kwik-Fit* has reached its conclusions in the face of powerful submissions on the part of the respondent employer that Article 6 of the European Convention of Human Rights, as incorporated into Northern Irish law by the Human Rights Act 1998, required disclosure of union membership in the interests of a fair trial of the issues. The Court's interpretation of Articles 6, 8 (right to privacy) and 11 (freedom of association) allowed it to reach the conclusion that the confidentiality of the union's membership list could be preserved. Nonetheless, the experience emphasises the all-pervading impact of the Human Rights Act and the need for the Court to be consistently aware of the implications of Article 6 in relation to the Court's judicial functions, even in the procedures of a body which combines arbitration and judicial functions.

The third set of issues which has particularly exercised the Court in its first year arose in one of the applications in which I was chairing the panel, namely IC02-2001, *BFAWU & Howell House Bakery*, namely the conduct of a ballot. In this case, the Court anticipated a situation in which it would hear submissions upon whether a ballot should be called, "in the interests of industrial relations", on the basis that the union had a slender majority of union members in the bargaining unit. It transpired that the union had marginally failed to establish this majority. In consequence, the Court had to reach conclusions on a wide range of issues, including whether to conduct a workplace, postal or 'combination' ballot. The process of arranging the ballot, in the hands of the designated Qualified Independent Person (QIP), included an agreed visit to the workplace, undertaken by the Case Manager, in association with the Senior Case Manager and in which I was able to participate. This visit brought home to me the practicalities of the responsibilities which have been placed upon us. This included the unedifying spectacle of the Deputy Chairman of the Industrial Court inspecting the respondent's bakery not only in a white coat but also a fetching blue hair cap. Happily, our normally publicity conscious colleagues in the Department failed to seize the opportunity to save this moment for prosperity.

In conclusion, it can be seen that my first year's experience as Deputy Chairman of the Court has been a fascinating one. We have taken the elaborate detail of the Schedule and brought it to life. The applications before us have carried us through most of the stages of the statutory recognition process. By applying a collegiate approach, between myself and Richard, between the Chairman and the panel members and between the Court and its Secretariat, we have negotiated a range of complicated issues with great care and with consideration of the relevant arguments and the practicalities of the situation. It is, of course, essential that we retain the confidence of the parties before us. After this first year, I would venture the assertion that this confidence is well-founded.

Barry Fitzpatrick
Deputy Chairman

THE INDUSTRIAL COURT'S CASELOAD IN 2001-2002

The Industrial Court has dealt with the following applications during the period 8 March 2001 to 31 March 2002.

AEEU and Kwik-Fit Ireland

BFAWU and Howell House Bakery

GPMU and Belfast Telegraph

AEEU and Reed Aviation

IBOA and Bank of Ireland

AEEU and EM Solutions

AT&GWU and Montracon Ltd

AEEU and eircom N. I. Telecommunications

AT&GWU and Surety International Security Ltd

GMB and Ivex Pharmaceuticals Ltd

Diagrammatic information on the progress of each of these is provided on page 23. Specific decisions relating to each application can be found on the Industrial Court reference within the Departmental website: www.delni.gov.uk/er.

Applications to the Industrial Court
8 March 2001 to 31 March 2002

Trade Union and Labour Relations (Northern Ireland) Order 1995: Schedule 1A Part One

Case Number	Parties	Position at 31 March 2002
IC-01-2001	AEEU & Kwik-Fit Ireland	Recognition Declared Without a Ballot
IC-02-2001	BFAWU & Howell House Bakery	Not Entitled to be Recognised Following a Ballot
IC-03-2001	GPMU & Belfast Telegraph	Recognition Declared Without a Ballot
IC-04-2001	AEEU & Reed Aviation	Semi-Voluntary Agreement
IC-05-2001	IBOA & Bank of Ireland	Semi-Voluntary Agreement
IC-06-2001	AEEU & EM Solutions	Recognition Declared Without a Ballot
IC-07-2001	ATGWU & Montracon Ltd	Recognition Declared Without a Ballot
IC-08-2001	AEEU & eircom NI Telecommunications	Application withdrawn before decision on Acceptability made
IC-09-2002	ATGWU & Surety International Security Ltd	Application withdrawn before decision on Acceptability made
IC-10-2002	GMB & Ivex Pharmaceuticals Ltd	Application not Accepted

IC RESOURCES AND FINANCES IN 2001/2002

Industrial Court

Number of Members		14
of which:	Chairman & Deputy Chairman	2
	Panel Members	12
Committee fees and expenses		£49,830.39

IC Staffing

Number of staff (Part-Time)		5
of which:	Management	1
	Operations	2
	Administration	2

Other Expenditure

Accommodation	£4,224.50
Other Costs	£2,481.65

IC Staff

Secretary

Mr Tim Devine

Senior Case Manager

Mrs Patricia Stringer

Case Manager

Ms Anne-Marie O'Kane

Head of Administration

Mrs Anne Evans

Administrative Support

Mr Jonathan Courtney

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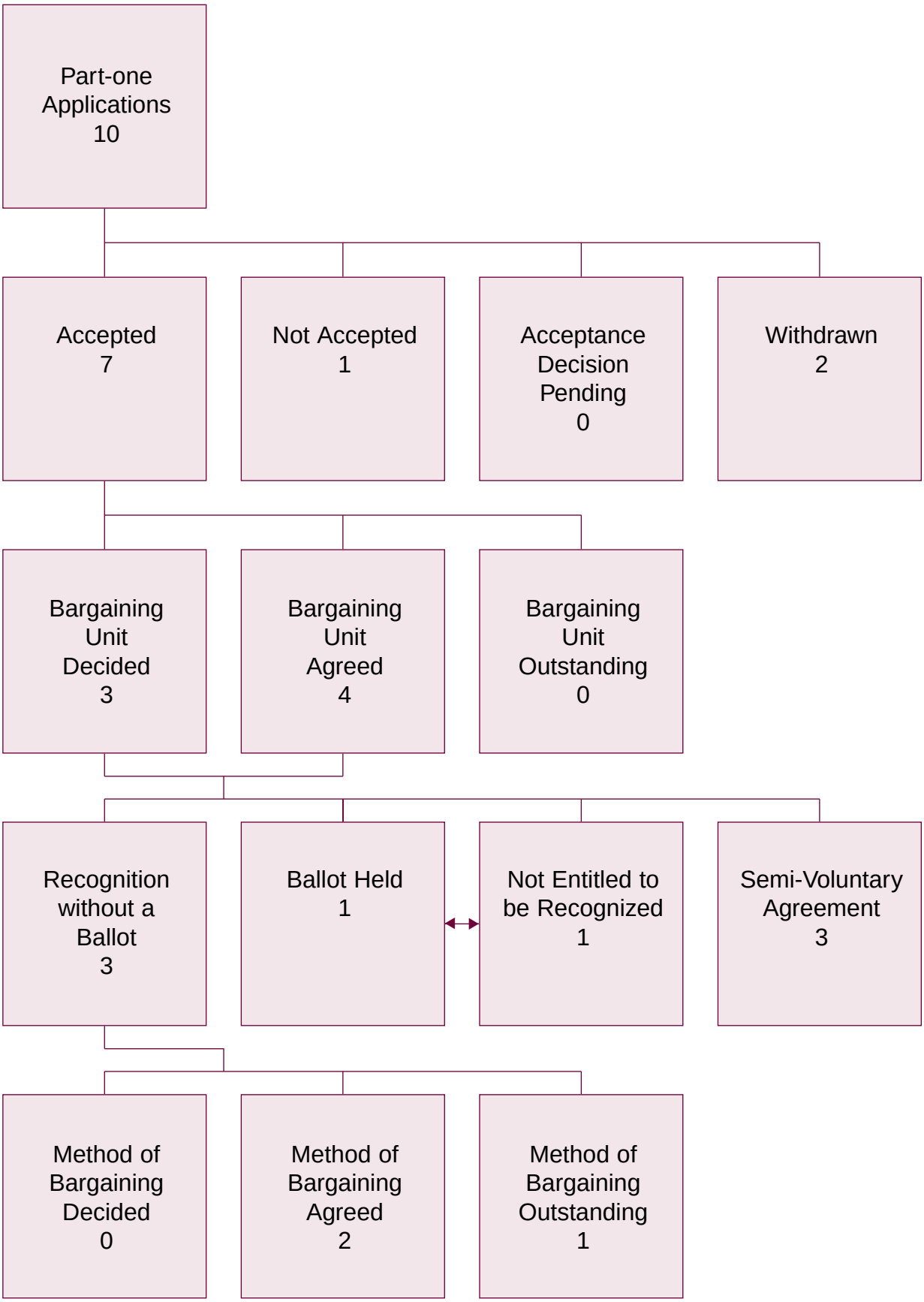
Industrial Court Applications



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