INDUSTRIAL COURT QUARTERLY MEETING

LOCATION: JAMES HOUSE – QUIGLEY ROOM

DATE: 09 JANUARY 2026

TIME: 10:30AM

ATTENDEES: Sarah Havlin (Chairman), Barbara Martin, Damien Mc Quillan, Geraldine Alexander, Phillip O'Rawe, Robin Bell, Patricia O'Callaghan, Patrick Masterson, Sinéad Sharpe (Members), Nigel Falls, Barry Leonard (Secretariat)

1. **Introduction and apologies - None**
2. **Minutes of last Meeting** – Agreed
   Declarations - Conflicts of Interest and Register of Interests – No declarations
3. **Case review – IC91 –** Acceptance decision and Recognition decision to issued. Sarah provided an outline of the status and push back from Employer regarding the wording of BU, specifically the location of BU. Resolved by highlighting the acceptance decision and part of the entirety of the decision. * AP – *Follow up with parties regarding method of bargaining.*
4. **Potential workload/cases –** Potential for further workload/cases considering recent queries to the court. Specifically, one query regarding arbitration and subsequently the draft policy as added to the papers for the meeting.
5. Discussion between members as to the steady increase in the volume of work and queries coming into the Court asking for or about services which have not often been used. For example, recent queries about referrals of Article 84 Arbitrations and mindful of the first referral of a Disclosure of Information dispute for adjudication in 2022. It was noted that financial pressure on both Employers and Workers has created a tense picture of Industrial Relations. This is a likely cause for the increase in demand for services from the Industrial Court which has been steadily increasing over the last 3-4 years. The activity around the Good Jobs Bill has also generated interest in the functions of the Industrial Court which has resulted in Parliamentary questions and interest from policy professionals and think thanks with an interest in potential changes in public policy around collective bargaining. Members discussed the impact of this on the very limited resource and capacity of the Court at present. It was also discussed that tracking of website traffic would inform the Court staff of any trends in terms of when interest in the Court is peaking. This could be analysed and used as evidence of increasing demand for the Court's services and assist in preparing to plan for and resource increases in activity. At present the new website is not providing this function. **AP investigate with website designer and begin tracking website visits for presentation to next QM***
6. **Annual Report –** 24/25 annual report draft initiations begun intent to completed by February 2026.
7. **Risk register -** presented and reviewed in meeting. Comments from members of removal of some outdated risks. This was updated prior meeting and saved to the OneDrive. Main updates covering:
   - staffing/people – Tenure of Court Members and outstanding Deputy Chair arrangements. Noted that Tenure of 4 members has been extended and accepted to end of March 2027.
   - *Queries from members surrounding the combined secretariat and what this would imply for IC budget.*
   - Legal Risks – GJB and staffing impacts. Risk to capability to provided full services within timeframe.
   - Outline of 2 additional risk in IC-7 - Stewardship of the Court and Succession Planning and IC-8 - Effective governance and protocols under LRA hosting
   - No further questions
8. **Good Jobs Bill –** Chair provided an update on meeting with DfE policy team – High potential of court involvement regarding access and noted that draft policy would likely be released by end of January. Noted that there was likely an increased workload surrounding preparation for when the bill passes.
9. **Mention from members regarding the disparity in NI GJB and GB equivalent and how this could affect UK based union with NI offices/members.**
10. **Update on data migration –** Looking into ways to generate a functioning Knowledge bank and how we could utilise current SharePoint software. AP – self learning on how best to proceed with possibility to require a different software.

11. **Stakeholder Engagement –** Sarah Provided overview of stakeholder engagement.
    - LRA – 'Lets talk about pay' internation conference – overview given.
    - Feedback responses – It was noted that feedback response forms were sent to all individuals involved in recent cases. We have not received any responses. *AP – develop a website response form alongside an awareness response form.
    - Nigel and Maria within LRA function have produced Knowledge nugget surrounding ICE regulations.
12. **Website –** continued updates and news publications – links provided for members *AP – check with web developers to gain insight for 'website visits' and request some individual training for changes to 'News' page structure.
13. **Governance and Policy –** The draft Arbitration Policy, as amended per previous helpful feedback from members, was discussed and approved by members with direction to the staff to publish the policy on the Court's website. ****AP publish Arbitration Policy to website***
14. **Looking forward –** Dates for next meetings confirmed and shared.
15. **Learning links shared for Members.** Next meeting agreed for 27 March 2026.
16. **Meeting ended 12.25**