



## **NJC ADJUDICATION AND ARBITRATION PANELS**

### **PAYMENT FOR ATTENDANCE**

#### **Introduction**

The recovery of lost wages and expenses for attending NJC Adjudication and Arbitration Panels has been traditionally managed on an ad hoc basis having regard to past practice. The NJC now provides explicit guidance so that both trades unions and employers will know what to expect in most circumstances.

NB Numbers of attendees remains as per NAECI Appendix F.7a.

#### **Applicants**

In the case of individual Applicants seeking a determination, their lost wages including shift allowance and IBA but not rostered or ad hoc overtime will be met by their employer. In addition reasonable expenses will also be paid subject to prior discussion between the employer and the individual's trade union. Where the Applicant is no longer employed by the company then reimbursable costs will be limited to reasonable expenses.

#### **Witnesses**

The Applicant may require to bring a witness to support his claim, where that is the case, the witness will also be entitled to the same arrangements as the Applicant. Where the Applicant requires to bring more than one witness, the lost wages and expenses will be borne by the trade union. An application for additional witness(s) costs can be made to the Panel at the conclusion of the hearing and if the Panel agrees that the additional witness(s) were instrumental to the Applicant's case, then the Panel may make an award.

#### **Other Attendees**

Past practice has determined that FTOs and EREs normally present the cases on behalf of their members.

Where the trade union brings a shop steward then unless the shop steward is giving evidence as a witness, the costs of attendance will be met by the trade union.

#### **FTOs**

No expenses or other payments will be made to FTOs or EREs attending NJC Panels.

#### **Panels Jurisdiction**

Whilst the above guidance will serve most circumstances, by exception, Panels will still have the authority to award lost wages and expenses where they take the view that such variation is fully justified.