

Bulletin 113

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## **ABOLITION OF THE STATUTORY DISPUTE RESOLUTION PROCEDURES? - AN UPDATE**

As you will know from our Bulletin 108 (26th March 2007) the DTI has launched a consultation process with a view to abolishing the statutory dismissal and grievance procedures, following the report by Michael Gibbons which recommends the repeal of the SDGPs.

In our view the Regulations are unlikely to be repealed until a replacement has been decided upon. The Gibbons report looks at possible replacement schemes, including increased guidance for employers and employees, aimed at aiding the resolution of the dispute (rather than the setting of traps!) with costs sanctions and increased mediation.

As yet, there is no timetable for the change. However, an amending Act of Parliament will be required which means that even if a replacement scheme was agreed quickly lack of parliamentary time could mean that any repeal and replacement is unlikely before 2008/2009.

If you require any specific advice in connection with the material contained in this bulletin, or on any other Employment Law issues, please contact a member of the Employment Team on 0151 600 3000. If you no longer wish to receive the bulletin please let us know by return email.

This bulletin is for general guidance purposes only and should not be used for any other purpose.

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