Key features of employer and employee relations and welfare in British Air

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Employee welfare is the paybacks you receive from working at a specific business including various services, benefits and facilities.

BA offered employees not monetary benefits but a form of allowances, transportation, medical insurance and food.

Advantages from working at BA in the employees view were that they offered them:

- -Childcare
- -Competitive pay
- -Holidays and Bonuses
- -Staff discount
- -Flight sessions.

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Employment Legislation acts that were the responsibility of BA in

-The Race Relation Act 1976-Discrimination at BA about race illeval.

-The sex discrimination Act 1975-Protect employees from discrimination in relation to gender.

-The Equal Pay Act 1970- Making sure all males and females receive the same pay at BA.

-The Employee rights Act 1996follow the existing law on individual rights in UK labor law Different policies of remuneration adopted in British airways.

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- -Bonuses are a major incentive at BA so if you work hard enough you receive a bonus at the end of the year.
- -Annual salary is guaranteed for all full time, part time employees, it is a sum of money that they dependent on the contract to when its received.
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What was the dispute about? Thecasesolutions.com

The dispute started back in October 2009, when BA reduced the number of cabin crew on longhaul flights from 15 to 14 and introduced a two year pay freeze from 2010. The Unite union said this would hit passenger services as well as the earnings and career prospects of cabin crew.

It cost British Airways millions and millions of pounds throughout the dispute. The employees of British Airways went of strike for overall 22 days. Staff who went on strike got fired if they decided to go on strike.

Introduction: Thecasesolutions.com

- In this presentation i will research a long running dispute that took place between Unite Union and British Airways that culminated in strikes taking place during May/June 2010.

I will go on to explain the rights and responsibilities of the employer and employees at British Airways. I will then go on to explain the key features of employer/ employee relation. Finally I will describe the different

Rights and Responsibilities of remuneration of the employee in a dispute.

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- Employee rights include:
- Receive pensions
- -Take daily breaks
- -Notice period before sacked -To be paid minimum wage -Feel safe, comfortable and
- protected.
 -Sick pay.
- -Paternity and maternity pay. standard.
 -Contract terminated if -Follow th
- -Receive annual leave
- Employee responsibilitie include:
- -Maintain a good relationship with all individuals at work. -Always follow the law
- regarding the acts of employment.
 -Follow BA code of conduct
- -Follow the BA dress code -Wear the uniform.

The rights and responsibilities of a employer in a dispute.

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- British Airways Responsibilities include:
- Recruit staff when required.
- -Pay staff at least minimum wage
 Everyone treated the same.
- -Follow what it states in contract.
- -Health and safety assessments every 6 months
- -Listen to employee concerns.
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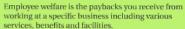
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