

## Key features of employer and employee relations and welfare in British Air Thecasesolutions.com

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.

## 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 policies of remuneration adopted by British Airways.

## The rights and responsibilities of an employer in a dispute. Thecasesolutions.com

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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.
- Sign a written contract.
- Set expectations for staff.
- Conduct internal disciplinary action if needed.

## Different policies of remuneration adopted in British airways. Thecasesolutions.com

- 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.
- Insurance is offered at BA apart of a package which entices employees.
- Competitive pay to ensure employees are satisfied and happy with their job roles.
- Fringe benefits at BA are offered by life insurance, BA offer a package which entices individuals to want tot work for them.

## What was the dispute about? Thecasesolutions.com

The dispute started back in October 2009, when BA reduced the number of cabin crew on long-haul 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.

## Rights and Responsibilities of the employee in a dispute. Thecasesolutions.com

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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.
- Contract terminated if necessary.
- Receive annual leave.

Employee responsibilities include:

- Maintain a good relationship with all individuals at work.
- Always follow the law regarding the acts of employment.
- Follow BA code of conduct.
- Complete the job to a standard.
- Follow the BA dress code.
- Wear the uniform.

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Welfare relates to BA dispute as in 2009 BA tried to freeze employees benefits and pay. The airline wanted three-quarters of its cabin crew to accept pay freeze in 2010. BA froze holiday pay and stopped benefits such as providing childcare as staff went on strike.

The airline cut 2,500 jobs . BA didn't abide to the employment contract.

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Employment Legislation acts that were the responsibility of BA in 2009:

- The Race Relation Act 1976- Discrimination at BA about race illegal.
- 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 1996- follow the existing law on individual rights in UK labor law.

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