

 <b>Regulatory Policy Committee</b>	<b>OPINION</b>	
<b>Impact Assessment (IA)</b>	Resolving Workplace Disputes	
<b>Lead Department/Agency</b>	Department for Business, Innovation and Skills	
<b>Stage</b>	Final	
<b>Origin</b>	Domestic	
<b>Date submitted to RPC</b>	03/11/2011	
<b>RPC Opinion date and reference</b>	10/11/2011	RPC11-BIS-0680(3)
<b>Overall Assessment</b>	<b>AMBER</b>	
<p>The IA is fit for purpose. The issues raised in the previous RPC Opinion of 18/10/2011 have been adequately addressed, although the more detailed explanation provided to the RPC of why a mandatory requirement is being proposed should be included within the IA. The estimate of the net impact on business for One-in, One-out purposes now appears reasonable.</p>		
<p><b>Identification of costs and benefits, and the impacts on small firms, public and third sector organisations, individuals and community groups and reflection of these in the choice of options</b></p> <p>The issues raised in the previous RPC Opinion of 18/10/2011 have been adequately addressed. Further information has been provided to the RPC which better explains the impact of unfair dismissals on employees and why a mandatory requirement is being proposed in order to realise the benefits to all affected parties. This should be included within the IA.</p>		
<p><b>Have the necessary burden reductions required by One-in, One-out been identified and are they robust?</b></p> <p>The IA says that the package of proposals is deregulatory as a whole and has a direct net benefit to business (an 'OUT'). The Equivalent Annual Net Cost to Business (EANCB) for the whole package is estimated at -£10.1m. This appears reasonable.</p> <p>The RPC notes that the proposals to increase the qualifying period for unfair dismissal and introduce an alternative method for calculating limits for statutory redundancy payments and tribunal awards are both considered 'OUTs' for One-in, One-out purposes. The new requirement for all claims to be submitted to Acas in the first instance to receive early conciliation is assessed in the revised IA as a 'zero IN' despite of being net beneficial to business. This is consistent with the One-in, One-out methodology.</p>		
<b>Signed</b> 	<b>Michael Gibbons, Chairman</b>	