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## **ACCESS DISPUTES COMMITTEE**

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### **MINUTES of MEETING No. 59A** held via videoconference on 14 May 2021

**Present:**

Nigel Oatway (Committee Chair)  
Jonathan James  
Andrew Danson  
Ian Kapur  
Richard Parsons  
Raj Patel  
Richard Wall  
Andy Wylie

**In attendance:**

Tamzin Cloke (Secretary)  
Edua Effiom (HR consultant)

**Apologies for absence:**

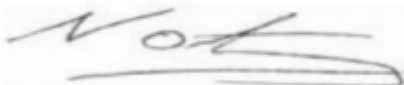
None

It was noted that the meeting was quorate.

Following actions taken in response to Item 59/9 at the March meeting, the Committee noted a report from Edua Effiom of face2face HR advising that the Secretariat could be considered employees for employment law purposes. The Committee noted that the Allocation Chair would probably not be considered an employee for employment law purposes.

Following discussion, the Committee approved a proposal to engage face2face HR to provide an employment set-up package for the Secretary and Office Assistant, and a further proposal to distinguish the role of Allocation Chair from the ongoing legal advice service that Richard Butler currently provides, in a professional capacity. The Committee also approved a proposal to backdate holiday and pension pay in accordance with the Committee's statutory liabilities. It was noted that this would not cause additional cost to industry; any extra cost would be met from the Committee's reserves. There should be no hidden liability related to previous ADC workers due to the time-limit on making employment-related claims.

The Committee remitted the Secretary, with appropriate support from the Chair, to undertake the following: (1) ascertain the Office Administrator's start date, for continuous service purposes; (2) engage face2face HR in relation to the 'First Employee Package'; (3) investigate entry into one of the government pension schemes, including associated costs; and (4) report back to the Committee's July meeting on progress.



Approved at Meeting #60, signed via email.