



The Industrial Relations Agenda

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Making every flight a safe flight

Context

- Growth
- Consolidation
- What next?

What we do

- Protect permanent employment & career opportunities
- Negotiate collective agreements
- Enforce collective agreements
- Rescue squad for individual members

How we do it

- Professional collective bargaining - “Professional engagement”; business planning; proactive not reactive – *“Achieve more for members by working with employers rather than against them”*
- Backbone of BALPA - 200+ elected Representatives in 21 Company Councils
- Strategic leadership from 5 National Officers and 1 Industrial Relations Officer
- Specialist support from Pay & Reward Specialist
- Work closely with other departments – Flight Safety, Member & Career Services, Legal, External Affairs/Communications, BALPA Financial Solutions

Professional collective bargaining

- Ensuring that CCs adopt a professional and analytical approach to collective bargaining – “Professional engagement”
- Leadership – not scared to make difficult decisions
- Co-ordinate national industrial agenda across 21 Company Councils

Current priorities

- **Protecting permanent employment**
- **Pay**
- **DC pensions**
- **Fatigue / EU FTL implementation**
- **Organising / recognition**

