

## EMPLOYMENT RELATIONS TRIBUNAL

### Overview

The Employment Relations Tribunal is responsible for arbitrating and settling employment disputes in the public service, private sector, parastatal bodies and local Government services. It also hears appeals against certain decisions of the Commission for Conciliation and Mediation, and promotes harmonious industrial relations.

Key Challenges	Strategies
Rising number of industrial and employment disputes	Enhance case management and optimise on the use of available resources, including the e-Tribunal platform and digital hearing system

### Programme Outcomes

Programmes	Outcomes	Indicators	2024/25 Provisional	2025/26 Target	2027/28 Target	2029/30 Target
0113: Industrial and Employment Dispute Resolution	Effective dispute resolution	Number of cases disposed of within prescribed time limit	45	50	53	56

### Financial Resources

#### Summary by Programmes

Rs 000

Programmes	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
0113: Industrial and Employment Dispute Resolution	25,800	26,000	27,700	27,900
<b>TOTAL</b>	<b>25,800</b>	<b>26,000</b>	<b>27,700</b>	<b>27,900</b>

#### Summary by Economic Categories

Rs 000

Code	Economic Categories	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
<b>Recurrent Expenditure</b>		25,800	26,000	27,700	27,900
21	Compensation of Employees	17,050	17,000	18,700	18,900
22	Goods and Services	8,750	9,000	9,000	9,000
<b>Capital Expenditure</b>		-	-	-	-
<b>TOTAL EXPENDITURE</b>		<b>25,800</b>	<b>26,000</b>	<b>27,700</b>	<b>27,900</b>

**Employment Relations Tribunal - continued**

**Programme 0113: Industrial and Employment Dispute Resolution**

Rs 000

Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
<b>TOTAL EXPENDITURE [Appropriation]</b>	25,800	<b>26,000</b>	27,700	27,900
Recurrent Expenditure	25,800	26,000	27,700	27,900
Capital Expenditure	-	-	-	-

**Accounting Officer: President, Employment Relations Tribunal**

**Outcome: Effective dispute resolution**

Main Service/Delivery Unit	Key Performance Indicator	2024/25 Provisional	2025/26 Target	2026/27 Target	2027/28 Target
<b>Arbitrating and hearing industrial and employment disputes</b> <i>Employment Relations Tribunal</i>	Number of cases disposed of	107	115	120	125

Rs 000

Item No.	Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
<b>Recurrent Expenditure</b>		<b>25,800</b>	<b>26,000</b>	<b>27,700</b>	<b>27,900</b>
<b>21</b>	<b>Compensation of Employees</b>	<b>17,050</b>	<b>17,000</b>	<b>18,700</b>	<b>18,900</b>
21110	Personal Emoluments	15,100	15,030	16,700	16,870
	<i>of which</i>				
.001	Basic Salary	11,850	11,290	12,750	12,900
.002	Salary Compensation	850	1,060	1,060	1,060
.004	Allowances	850	900	900	900
.006	Cash in lieu of Leave	500	500	500	500
.009	End-of-year Bonus	1,050	940	1,150	1,170
21111	Other Staff Costs	1,770	1,770	1,770	1,770
.002	Travelling and Transport	1,500	1,500	1,500	1,500
.100	Overtime	250	250	250	250
.200	Staff Welfare	20	20	20	20
21210	Social Contributions	180	200	230	260
.001	Contribution to the National Savings Fund	180	200	230	260
<b>22</b>	<b>Goods and Services</b>	<b>8,750</b>	<b>9,000</b>	<b>9,000</b>	<b>9,000</b>
22010	Cost of Utilities	800	790	790	790
22030	Rent	5,015	5,085	5,085	5,085
22040	Office Equipment and Furniture	400	400	400	400
22050	Office Expenses	160	195	195	195

## Employment Relations Tribunal - *continued*

Rs 000

Item No.	Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
22060	Maintenance	610	735	735	735
22070	Cleaning Services	150	175	175	175
22100	Publications and Stationery	430	430	430	430
22120	Fees	950	950	950	950
22170	Travelling within the Republic	190	190	190	190
22900	Other Goods and Services	45	50	50	50
<b>TOTAL</b>		<b>25,800</b>	<b>26,000</b>	<b>27,700</b>	<b>27,900</b>

## Human Resources

SN	Position Titles	Funded	
		2024/25	2025/26
1	President, Employment Relations Tribunal	1	1
2	Vice-President, Employment Relations Tribunal	2	2
3	Registrar, Employment Relations Tribunal	1	1
4	Deputy Registrar, Employment Relations Tribunal	1	1
5	Senior Transcriber	1	1
6	Transcriber	3	3
7	Principal Financial Operations Officer	1	1
8	Assistant Procurement and Supply Officer	1	1
9	Office Management Assistant	1	1
10	Management Support Officer	5	5
11	Confidential Secretary	2	2
12	Head Office Auxiliary	1	1
13	Office Auxiliary/Senior Office Auxiliary	2	2
14	Driver	-	-
<b>TOTAL</b>		<b>22</b>	<b>22</b>