

Civil Service Conciliation and Arbitration Scheme

General Council Report 1247

(Meeting/s of 18 December 1992, 24 February 1993)

Claim that the starting pay on promotion rules as set out in DPS Circular 34/77 be amended or be interpreted in such a fashion as to remove the anomaly whereby a Clerical Officer promoted to Executive Officer when on the 2nd highest point of the Clerical Officer can find himself/herself worse off in salary terms in the Executive Officer grade than a Clerical Officer on the same salary scale point who is promoted later but who, by virtue of having moved to the maximum point of the Clerical Officer scale in the meantime, receives a higher salary in the Executive Officer grade on an on-going basis.

Starting pay on promotion from Clerical Officer to Executive Officer

1. The claim was that the starting pay on promotion rules set out in Circular 34/77 be amended or interpreted in such a fashion as to remove the anomaly whereby a Clerical officer promoted to Executive Officer while on the second highest point of the Clerical Officer scale can find himself/herself worse off in salary terms as an Executive Officer than a Clerical Officer on the same salary point who is promoted later but who, by virtue of having moved to the maximum point of the Clerical Officer scale in the meantime, receives a higher salary as an Executive Officer on an ongoing basis.
2. The Staff Side said that it was anomalous and unfair to have a situation where it could be disadvantageous to be promoted sooner rather than later. They referred to the example of two Clerical Officers, both of whom were on the penultimate point of the Clerical Officer salary scale and were placed on a panel for promotion to Executive officer. Given that officer A was placed higher on the panel than officer B and was promoted sooner, that officer B was not promoted for some time but, in the interim, moved to the maximum point of the Clerical Officer scale, officer B's starting pay and subsequent progression along the Executive Officer scale would be considerably better than that of officer A because of the size of the last increment on the Clerical Officer scale. The Staff Side said that this anomaly could be resolved by recalculating the officer A's starting pay on promotion on the date on which he/she would have progressed to the Clerical Officer maximum.
3. The Official Side accepted that there was merit in the claim and indicated

that they were willing to consider the approach suggested by the Staff Side, provided it was clearly understood and accepted by the Staff Side that concession of the claim was based solely on the particular circumstances which apply on promotion to Executive Officer from the penultimate point of the Clerical Officer scale, circumstances which were attributable to the large final increment on the Clerical Officer scale.

4. It was agreed, therefore, to recommend that a Clerical Officer who was promoted to the grade of Executive Officer while on the penultimate point of the Clerical Officer salary scale should have his/her starting pay on promotion recalculated on the date on which s/he would otherwise have progressed to the maximum of the Clerical Officer scale.

5. This report was adopted on 28 April 1993.

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