

Civil Service Conciliation and Arbitration Scheme

General Council Report 1311

(Meeting/s of 27 November 1996, 29 January 1997)

Claim for double time for Saturday overtime outside of 9.15 a.m. to 1.00 p.m.

1. The claim is that overtime worked on a Saturday, outside of 9.15 a.m. to 1.00 p.m., should be paid at double time for staff who normally work a five day week, Monday to Friday, and for whom Saturday is normally a non-working day. However, as double time is already paid for all attendances after 1.00 p.m. on Saturday, the claim effectively covers the period Midnight (Friday) to 9.15 a.m. on Saturday.
2. The Staff Side said that where staff do not work sufficient overtime early in the week to allow double time to be paid for Saturday attendance during the period Midnight (Friday) to 9.15 a.m. on Saturday, they are not adequately compensated for the disruption inherent in overtime working during that particular period. The Staff Side also said that the Civil Service arrangements were out of line with the practice in other employments where double time for Saturday attendance was the norm for staff who usually worked a Monday to Friday, five day week.
3. The Official Side acknowledged, having regard to the case made by the Staff Side, that there was merit in the claim. The Official Side also acknowledged that the cost of conceding the claim would be negligible, given that the aggregation system operating in the civil service would probably ensure that some of the limited number of staff working overtime during the period Midnight (Friday) to 9.15 a.m. Saturday would already be on double time in any event. Accordingly, the Official Side agreed to concede the claim with effect from 1 November 1996.
4. This Report, recording agreement, was adopted on 29 January 1997.

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