

# Civil Service Conciliation and Arbitration Scheme

## General Council Report 1312

(Meeting/s of 30 April 1997)

### Agreement in relation to the grades of Senior Architect, Architect, and Chief Superintendent Mapping

1 Claims in relation to the pay of the above grades fell to be considered in the context of Clause 3 of the PESP pay agreement. Discussions took place in the context of the local bargaining provisions of the pay agreement associated with the PCW which provides that it is open to parties who had not processed claims under Clause 3 of the PESP to process their claims on the basis set out in Clause 2(iii) A of the PCW pay agreement.

2 The Official Side said that their approach to the discussions with the Union were on the basis that additions to payroll costs would have to be compatible with the cost parameters of the PCW. The Official Side also had requirements in relation to flexibilities and changes in work practices.

3 Following discussion between the sides agreement was reached on the proposals set out in the Appendix to this report. The Union confirmed their acceptance of the provisions set out in the central agreement which had been negotiated with IMPACT in regard to flexibilities and changes in work practices (Appendix 2 to Agreed Report No 1306).

4 Both sides noted that, as provided for in the PCW pay agreement, no cost increasing claims on behalf of the grades concerned for improvements in pay or conditions may be made or processed during the currency of the agreement.

5 At a meeting on 30 April 1997 the Council agreed to recommend for acceptance the overall package outlined in paragraph 3.

6 This report accordingly records such agreement.

7 This report was adopted on 30 April 1997.

## **Appendix**

### **Agreement under the provisions of Clause 2 (iii) A of the Programme for Competitiveness and Work as applied to the Public Service in relation to the grades of Senior Architect, Architect and Chief Superintendent, Mapping**

#### **1 Revised Scales**

1.1 The revised pay scales, including long increments, shown in Appendices A, B and C will apply to the grades.

#### **2 Phasing of the revised scales and long service increments**

2.1 The revised scales including the long service increments will be introduced in phases as follows:

- . 60% of any increase involved (arising from a scale adjustment or the application of one or two long service increments, as appropriate) with effect from 1 June 1994

- . the balance of the amount payable with effect from 1 June 1997

#### **3 Assimilation**

3.1 Assimilation to the revised scales will be on the basis of corresponding points.

3.2 Except where paragraph 3.3 applies, assimilation to the long service incremental points will be on the following basis:

(a) Serving members of the grades who were on the maxima of the scales on 1 June 1994 or who reach the maxima of the scales before 1 June 1997 will, subject to the phasing arrangements set out in paragraph 2.1, be eligible for the first long service increment without the requirement that three years be served on the maximum.

(b) In cases covered by (a) payment of the first phase of the long service increment will be made as follows:

- . with effect from 1 June 1994 in the case of staff who were on the maxima of the scales at that date.

- . with effect from the date the relevant maximum was reached in the case of staff who reach the maxima of scales before 1 June 1997.

(c) In all cases referred to at (a) payment of the second phase of the long service increment will be made with effect from 1 June 1997

3.3 Subject to the phasing arrangements set out in paragraph 2.1, staff with six years satisfactory service on the maximum of the relevant scale or who subsequently attain such service will be eligible for the second long service increment with effect from 1 June 1994 or such subsequent date as six years satisfactory service on the relevant maximum has been completed.

3.4 Staff who receive the first long service increment under the arrangements set out at paragraph 3.2 (a) and who retire having served at least three years following the date of receipt of that increment will receive the second long service increment immediately prior to retirement without the requirement that six years be served on the maximum.

#### **4 Flexibility**

4.1 A central agreement (Appendix 2 to Agreed Report No 1306) has been reached between the official side and IMPACT on measures dealing with flexibility of working and change to apply in the case of IMPACT grades generally. It may also be necessary to have discussions at Departmental level in order to clarify how particular provisions in this agreement would apply in individual areas.

4.2 The following provisions will apply in the case of the grades to which this agreement applies.

#### **Efficiency and Effectiveness**

It is accepted by both sides that Departmental management should have flexibility, within the resources available for purposes of Clause 2(iii), to address needs which they identify in relation to the enhancement of the efficiency and effectiveness of their Departments. The measures used within this flexibility could, for instance, involve variations in grading (for individuals or posts) or the payment of allowances.

In the context of the ongoing measures for the improvement of the efficiency and effectiveness in the operation of Departments including measures to motivate staff and to reward exceptional performance, the union, as part of the PCW agreement, confirm their agreement in principle to the introduction of a performance related pay dimension to remuneration and give a commitment to co-operate constructively in discussion and development of proposals which might be put forward on this issue.

### **Cross Stream Access to Promotion Posts**

It is accepted by both sides that, in any effective system of performance management, management should have the greatest possible flexibility in deploying staff resources. The union is prepared to discuss the question of open access to promotion posts in the administrative and professional/technical streams for officers in both these streams. In this context open access to promotion posts as between different professional streams, where feasible, would also be appropriate for discussion. The union will be prepared jointly with AHCS and VOA, to enter into discussions with the official side with a view to reaching agreement on a scheme of promotion which would incorporate the principle of cross stream mobility outlined above. The agreed aim of the discussions will be to have such a scheme ready to come into operation by the second half of 1997.

The scheme would be supported by agreed arrangements for temporary exchanges of staff between grades/streams.

The official side readily acknowledges that co-operation and flexibility have always been forthcoming from members of the grades covered by this agreement in relation to change and development in the civil service. It is expected that this position will generally continue to obtain. In that context, the union and its members will co-operate, where necessary, with the implementation of agreements entered into with other groups e.g. PSEU, CPSU and various technical grades, under Clause 2 (iii) of the PCW pay agreement.

### **5. Superannuation issues**

5.1 Staff assimilated to the new scales, including the two long-service increments, and who retire while on that scale, will be pensionable on the basis of those scales.

5.2 Staff who retire after 1 June 1994 but before 1 June 1997 will have their pensions revised, in the normal way, by reference to the rates of pay applicable to serving staff on 1 June 1997.

5.3 The lump sums of staff who retire between 1 June 1994 and 31 May 1997 (both dates inclusive) will be calculated by reference to the first phase (i.e. 60% of the increase involved) of the revised scales, as indicated in paragraph 2.1. The lump sums of staff who retire on and after 1 June 1997 will be calculated by reference to the fully revised scales. (Death gratuities and marriage gratuities will be treated similarly).



1312.WK4

This report was adopted on 30 April 1997