

Civil Service Conciliation and Arbitration Scheme

General Council Report 1338

(Meeting/s of 25 March 1998, 27 May 1998)

That there be an increase of 2 days in the upper maximum of leave available upon marriage.

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Staff Side claim that there be an increase of 2 days in the upper maximum of leave available upon marriage.

1. The Staff Side said that under the terms of Circular 7/82 an officer is allowed up to 5 days special leave with pay on the occasion of his/her marriage provided that the amount of such leave, together with the officer's normal annual leave allowance, does not exceed a total of 24 days. Recent adjustments in the annual leave allowances for a number of grades (to a minimum of 20 days per annum) had the effect of reducing the amount of special leave available to such grades on marriage. The Staff Side were therefore seeking to have the upper limit adjusted by two days.

2. The Official Side said that the recent movements in minimum annual leave allowances would only justify an increase in the maximum limit, under Circular 7/82, of one day rather than the two days sought by the Staff Side. Accordingly, the Official Side said that they would be prepared to increase the upper limit of 24 days by one day, viz officers would continue to be eligible for up to 5 days special leave with pay on marriage, provided that the amount of such leave, together with the officer's normal annual leave allowance, did not exceed a total of 25 days. As the recent increases in annual leave allowances were effective from the 1997/98 leave year, the increase in the upper limit under Circular 7/82 could also be applied from that leave year. The Official Side pointed out that while the offer was intended to restore the position which applied before the recent increases in annual leave allowances came into effect it would also benefit staff who already had more than 20 but less than 25 days annual leave.

3. The Official Side said that officers who benefitted retrospectively from the new arrangements may be granted one additional day of marriage leave in lieu of annual leave taken at the time of marriage and the annual leave "saved" may be

added onto their annual leave allowance for the current leave year. Where such officers did not take annual leave at the time of marriage, they may be granted an additional day's leave in the current leave year.

4. The Staff Side agreed to accept the offer on the understanding that the 1997/98 annual leave year includes such years ending on 31 December 1997.

5. This report recording agreement was adopted on 30 October 1998.

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