

Civil Service Conciliation and Arbitration Scheme

General Council Report 1346

(Meeting/s of 25 June 1997, 24 September 1997, 28 January 1998, 25 March 1998, 24 February 1999)

Claim that the arrangements for overtime for the grades of Higher Executive Officer and Administrative Officer and equivalent Departmental grades be amended as follows:

- (a) Delete the provision which restricts the calculation of overtime to the fourth point of the Higher Executive Officer scale; and
- (b) Eliminate the requirement for one "free hour" per week

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PSEU Claim for Improvements in the Overtime Arrangements for HEOs, AOs and equivalent Departmental Grades.

1. The Claim is that the conditions governing overtime payments for HEO's, AOs and other grades which are treated similarly for purposes of overtime should be revised, so that:

- (a) officers would no longer be required to work one "free hour" per week;
- (b) the basic pay rate, by reference to which overtime payments are calculated, would no longer be subject to an upper limit of the fourth point of the HEO standard scale.

2. In presenting the claim, the Staff Side said that there was no logic to the existing arrangements and that an examination of the position in outside employments showed that the civil service arrangements were out of line with the outside norm. The Staff Side provided information in support of the claim setting out the maximum rate of pay for overtime calculations in a number of organisations. This information related mainly to organisations where certain grades had previously been used as analogues in support of

pay claims on behalf of the EO and HEO grades.

3. Following the presentation of the claim the Official Side undertook an analysis of the overtime position in the outside organisations referred to by the Staff Side. They did not consider that the results of the analysis justified any change in the existing overtime arrangements for the HEO, AO and equivalent grades.

4. However, after further discussions, it was agreed to recommend, in full and final settlement of the claim, that with effect from 1 January 1999, the current conditions governing overtime performed by

- Higher Executive Officers;
- Administrative Officers; and
- members of grades common to two or more Departments who have the same overtime arrangements as Higher Executive Officers

be amended to provide that overtime payments should be calculated by reference to an officer's actual scale pay up to a maximum of the 6th point of the HEO (standard) scale (rather than the 4th point of the scale as heretofore). It was also agreed to recommend that the revised conditions be applied to Departmental grades which have the same overtime arrangements as Higher Executive Officers, or whose overtime rate is currently calculated by reference to an upper limit which is the 4th point of the HEO (standard) scale or equivalent. The "free hour" requirement would continue to apply.

5. This report, which records agreement, was adopted on 24 February, 1999.

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