

Civil Service Conciliation and Arbitration Scheme

General Council Report 1348

(Meeting/s of 25 November 1998, 27 January 1999)

That Career Breaks should be allowable to staff who wish to take up private sector employment in order to broaden their skills on the basis that the career break does not exceed twelve months.

Civil Service Conciliation and Arbitration Scheme

General Council Report No.1348

(Meetings of 25 November 1998 and 27 January 1999)

Claim that career breaks should be allowable to staff who wish to take up private sector employment in order to broaden their skills base on the basis that the career break does not exceed twelve months.

1. The Staff Side said that the basis for this claim is to achieve greater flexibility in the career break scheme.
2. The Official Side said that Circular 18/98 allows career breaks for family reasons, study and travel abroad. It also allows for more limited career breaks for the purpose of self-employment, subject to a number of conditions. It also significantly increases the flexibility of the career break scheme by allowing staff to take up to a total of 10 years on career break and extending the definition of educational purposes to allow career breaks for certain on-the-job training courses such as training as a nurse/solicitor. Career breaks for the purpose of taking up other employment have been specifically excluded from the scheme since 1986, as this was not, and is not considered to be, compatible with the stated objectives which are, inter alia, to generate additional employment opportunities in the civil service.
3. The Staff Side asked that disagreement be recorded on the claim.
4. This report recording disagreement was adopted on 27 January 1999.

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