

Civil Service Conciliation and Arbitration Scheme

General Council Report 1358

(Meeting/s of 28 April 1999, 30 June 1999)

Staffing of ICTU unemployed centres

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1. The Staff Side said that the ICTU Centres for the unemployed (around 30 in all) find it difficult to retain suitable management staff. Given the important work being done in the Centres, they wanted to explore the possibility of civil servants being seconded to the Centres, if suitable vacancies arose and if staff were actually interested in working in them for a period of time. The Staff Side considered that the experience to be gained in the ICTU Centres would be beneficial for both the individual officer and their parent Departments.

2. The Official Side said that the standard rules governing the granting of secondment of civil servants to outside organisations provide that secondments may be allowed where the outside organisation :-

- 324(a) has not yet introduced a superannuation scheme; or
- (b) requires suitably qualified staff, in the public interest; or
- (c) has close links with the Civil Service; or
- (d) has a probation period which could lead to difficulties for the officer who is being seconded; or
- (e) can provide significant benefit to the Department/Office by way of the expertise gained by the officer during his/her service in the outside organisation.

3. The Official Side indicated that it would be possible for officers to obtain special leave with pay on secondment to the ICTU Centres for the Unemployed in accordance with the above arrangements. The Official Side also confirmed that while they would be generally supportive of the Staff Side's wish to facilitate secondments to the ICTU Centres for the Unemployed it would be entirely a matter for individual Departments or Offices to decide whether they could agree to any requests for secondment that might actually arise. Furthermore, secondments to the ICTU centres could only be allowed on a "full recoupment basis" and the filling of consequential vacancies would also be subject to individual Departments and

Offices not exceeding their approved core numbers. The Official Side also said that the return to duty in the civil service, of officers on secondment would be subject to the availability of a suitable fillable vacancy.

4. The Staff Side acknowledged the Official Side's position in the matter and asked that a report of discussions be drawn up and circulated to Departments/Offices for their information.

5. This report was adopted on 20 October 1999.

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