

Civil Service Conciliation and Arbitration Scheme

General Council Report 1359

(Meeting/s of 24 November 1999)

Claim that salaries, annual leave and allowances applicable to grades represented by the Public Service Executive Union be adjusted.

General Council Report No: 1359

Claim in relation to the application of Clause 4 (Local Level Negotiations) of the Public Service Pay Annex under Partnership 2000 to grades represented by the Public Service Executive Union

Meeting of 24 November 1999

1. The Staff Side sought the application of Clause 4 of the Pay Agreement to grades represented by the Union on the basis of a "shopping list" of items. The Staff Side said that their claim was in accordance with the terms of Clause 4 which allowed claims for *"adjustments in pay and/or conditions of employment the cost of which shall not exceed 2% of the basic pay cost of the particular grade, group or category of employee"*.
2. The Staff Side advised that, at their 1999 Annual Conference, their membership had re-affirmed the position adopted at the two previous Conferences in relation to payment of the 2%, that the application of the increase should be used to provide a range of improvements in pay and conditions, the cost of which could be met within the parameters set out in Clause 4. The list of improvements submitted by the Staff Side includes a modest percentage increase along all scales; the introduction of an additional long service increment on the standard scales; an increase on the maxima of higher scales and an increase in annual leave, particularly for the grade of Executive Officer.
3. The Official Side said that the value of the local bargaining adjustment under Partnership 2000 was explicitly limited to 2% and there could be no question of this limit being exceeded in the case of any group within the public service. Given the previous experience under the PCW, they were not prepared to agree to what was effectively a further restructuring approach. The Official Side pointed to the fact that other groups within the Public Service had accepted payment of a straight 2% increase and that this position is also a feature of the recent settlement agreed by Nurses.

4. In the circumstances, the Official Side offer was a straight 2% increase on all points of the scales for the grades concerned. Implementation of the revised scales in any particular Department or Office would be subject to verified progress to a satisfactory level on implementation of the modernisation programme set out in Chapter 10 of Partnership 2000 in that Department or Office, as provided for in General Council Report No. 1331.

5. The Staff Side said that they could not accept the Official Side's position and gave notice of their intention to pursue a claim to arbitration for the range of improvements submitted.

6. The Staff Side asked that a report recording disagreement be prepared.

7. This report, recording disagreement, was adopted at the meeting on 24 November 1999.

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