

Civil Service Conciliation and Arbitration Scheme

General Council Report 1363

(Meeting/s of 14 December 1999)

Application to the grades represented by CPSU of the 2% Local Bargaining provision under P2000 agreement

General Council Report No: 1363

Claim to open discussion about the application of Clause 4 (Local Level Negotiations) of the Public Service Pay Annex under Partnership 2000 to grades represented by the Civil and Public Service Union

Meetings of 23 July and 14 December 1999

1. The Staff Side said that they were seeking application of Clause 4 of the Pay Agreement to grades represented by the Union.
2. The Staff Side said that, in order to meet the aspirations of their membership, they considered that the 2% should be used to provide a mix of measures including flat rate increases other than at the maxima of the scales where 2% could apply; shortening the length of time to qualify for long service increments; uplifts and promotions; and increases in annual leave.
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 a further restructuring approach which, effectively, was what was being sought. They were, therefore, prepared to offer a straight 2% increase on all points of the scales and allowances in the nature of pay 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.
4. The Staff Side noted the assurances provided by the Official Side that the Partnership 2000 Pay Agreement did not provide for local bargaining increases of more than 2%. They indicated that they were prepared to accept the Official Sides offer but made it clear that in the event of 2% limit being breached by any other

group of public service employees the matter would be re-opened and a corrective or amending claim lodged immediately. They also indicated that, in a situation where the Official Side were only prepared to agree to an application of a straight forward 2% increase to the grades represented by the Union, the implementation of Clause 4 by way of a restructuring approach for other public service grades would result in the matter being reopened and a corrective or amending claim also being lodged.

5. The Staff Side said that, subject to the foregoing, they were prepared to accept the offer. It was agreed that payment of the revised scales may take effect from 1 July 1999 subject to the provisions in the last sentence of paragraph 3 above.

6. This report records agreement accordingly.

7. This report was adopted on 14 December 1999.

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