

Civil Service Conciliation and Arbitration Scheme

General Council Report 1370

(Meeting/s of 27 October 1999, 24 November 1999, 31 May 2000)

That the age related pay scales for Clerical Officer be abolished and at least the third point of the scale to effectively become the entry level for new recruits.

1. The Staff Side referred to section 34(6) of the Employment Equality Act, 1998, which provides that where age related remuneration is a feature of an employment this practice should be ended within a three year period from October 1999. They asked what adjustments to scales were being proposed by the Official Side in relation to this matter.
2. The Official Side pointed out that in order to comply with the provisions of the Act it was not necessary to make adjustments to the scales but merely to remove the reference to age before the expiry of the timescale provided in the Act. However, in view of difficulties being experienced in recruitment, the Official Side indicated that it would be prepared to use the opportunity to revise the starting pay of the grades concerned.
3. The Official Side proposed the removal of the first three points on both the Executive Officer and Clerical Officer scales. In the case of the Clerical Officer scale the new first and second points will be the fourth and fifth points on the scale for serving officers i.e. the scale for officers appointed from a competition advertised prior to the date of Circular 33/97. The Executive Officer scale will continue to be age pointed i.e at entry under age 22, entry at age 22 and entry at age 23. This position will be dealt with within the timescale provided by the Act. The adjustments to scales indicated are being made on the understanding that the Staff Side accept that consequential adjustments for persons on other points of the scale would not be sought.
4. The revised scales are set out in the Appendix and will be effective from 1 May 2000.
5. An Executive Officer on any of the first four age points of the existing scale will now be on the minimum of the revised scale with effect from 1 May 2000. In the case of an Executive Officer on any of the first three points of the existing scale this date becomes his/her new incremental date and he/she will move along the revised scale by annual incremental progression. An Executive Officer on the fourth, fifth or sixth point of the existing scale will retain his/her existing incremental date.

6. A new recruit to the Executive Officer grade who is under age 22, entering at the minimum of the revised scale, will move along the scale by annual incremental progression, save where that person reaches his/her 22nd birthday before their first incremental date, in which case he/she will be placed on the second point of scale on reaching his/her 22nd birthday. A new recruit to the Executive Officer grade who is aged 22, entering the revised scale at the second point, will be placed on the third point of the scale on reaching his/her 23rd birthday.

7. A Clerical Officer on any of the first four points of the existing scales will now be on the first point of the revised scale with effect from 1 May 2000. In the case of a Clerical Officer on any of the first three points of the existing scales this date becomes his/her new incremental date. A Clerical Officer on the fourth point of the scales will retain his/her existing incremental date. A Clerical Officer on the fifth point of the existing scales will move to the second point of the revised scale with effect from 1 May 2000 and will retain his/her existing incremental date.

8. The Staff Side said that they considered that it would be preferable to eliminate the remaining age points on the Executive Officer scale at this stage on the basis that the minimum of the scale would be the current pay for the age 23 or over. The Official Side said that they were not prepared to do this; the remaining age related dimension to the scale would be addressed in accordance with the provisions of the Act within the timescale prescribed. The Staff Side said that they reserved the right to raise the matter in advance of the date on which age-related pay would, in any event, become illegal.

9. The Official Side undertook to examine the position of other grades with age-pointing with particular reference to the recruitment position.

10. At a meeting on 31 May 2000 the Council agreed to recommend for acceptance the proposals set out in paragraphs 3 to 7.

11. This report records such agreement.

12. This report was adopted on 31 May 2000.

APPENDIX							
(Scales as at 1 April 2000)							
	Clerical Officer	(Standard Scale)	Clerical Officer	(Standard Scale)		Executive Officer	Executive Officer
			Full PRSI			Standard Scale	Standard Scale
							Full PRSI
		(Annual Terms)		(Annual Terms)			
	£212.23	£11,074	£223.40	£11,657	entry at age under 22	£13,582	£14,297
	£222.14	£11,591	£233.83	£12,201	entry at age 22	£14,587	£15,355
	£232.04	£12,108	£244.25	£12,745	entry at age 23	£15,632	£16,454
	£241.96	£12,625	£254.68	£13,289		£16,427	£17,290
	£251.86	£13,142	£265.13	£13,834		£17,194	£18,099
	£261.77	£13,659	£275.55	£14,378		£17,957	£18,900

	£271.68	£14,176	£285.97	£14,922		£18,700	£19,683
	£281.59	£14,693	£296.39	£15,466		£19,447	£20,470
	£291.49	£15,210	£306.84	£16,011		£20,174	£21,235
	£301.39	£15,727	£317.26	£16,555		£20,919	£22,021
	£311.23	£16,240	£327.61	£17,095		£21,406	£22,532
	£326.57	£17,040	£343.75	£17,937			
LSI 1	£338.64	£17,670	£356.45	£18,600	LSI 1	£22,135	£23,299
LSI 2	£344.17	£17,959	£362.28	£18,904	LSI 2	£22,862	£24,064
Note							
While the Clerical Officer scale is also shown in annual terms, payment will continue to be made on a weekly basis.							

This report was adopted on 31 May 2000