

Civil Service Conciliation and Arbitration Scheme

General Council Report 1401

(Meeting/s of 26 September 2001, 30 January 2002, 27 February 2002)

This is a claim sponsored by the Civil and Public Service Union which seeks a review of the Career Break Agreement. The Union is seeking an amendment to provide for private sector employment while on Career Break.

1. The Staff side said that the basis for the claim is that the opportunity of working in the private sector will facilitate development of the individual's skill base, which will benefit the individual and their Department/Office on their return to the Civil Service. The Staff side claimed that the recent Attorney General ruling in relation to worksharers' access to private sector employment strengthens the basis of the claim.
2. The Staff side cited instances where some staff are allowed to take career breaks and work in Ireland. This concession appears to be made to staff at higher grades and it causes staff in lower grades to feel aggrieved. The staff side that, if this situation continued, there was a chance that action would be taken.
3. The Official side said that the general position adopted in relation to staff working in Ireland while on career break had not changed since this issue has been previously raised in 1999 and 2000. The only way to deal with this claim would be to allow all staff to take career breaks without restriction and this is not acceptable to the Official side. The advice of the AG in relation to work sharers is not relevant to this claim. (The advice confirmed that staff working part time could not be treated less favourably than full time staff: as full time staff are not prohibited from other employment neither could worksharers.)
4. The Staff side asked that disagreement be recorded on the claim.
5. This report recording disagreement was adopted on 27 February, 2002

Agreed Report, recording disagreement

This report was adopted on 27 February 2002