

# Civil Service Conciliation and Arbitration Scheme

## General Council Report 1403

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

This is a claim sponsored by the Civil and Public Service Union, which is seeking a substantial increase in annual leave for Clerical Officers and Staff Officers.

1. The Staff Side presented their claim at the January 2002 General Council meeting. They said that the annual leave entitlement of Clerical Officers has been adjusted once in the last 20 years. That adjustment arose from the application of the 1997 General Council agreement (General Council Report number 1323 refers) on the restructuring of Civil and Public Service Union (CPSU) grades. All Clerical Officers, regardless of service, have a basic minimum of 20 days, but there is no additional leave for service.

The CPSU stated that they recently outlined their arguments for additional annual leave in their submission to the Public Service Benchmarking Body (PSBB). The CPSU, in their PSBB presentation, sought annual leave entitlements for the Clerical Officer grade be increased as follows:

- \* Minimum 22 days increasing to:
- \* 25 days leave after 5 years service, increasing to:
- \* 27 days after 10 years service.

Finally they stated that they were aware that the Public Service Executive Union's (PSEU) claim for additional annual leave was recently rejected and the CPSU felt that their claim could be rejected for similar reasons. In that event, they requested a disagreed report be prepared for the next meeting.

2. The Official Side considered the claim and felt the claim could not be conceded. In the General Council Report (no. 1323) which awarded a minimum of twenty days' annual leave to the CPSU grades, the Arbitration Board said that the concession should not result in claims for additional leave in the event of the statutory minimum being increased to 20 days.

Cost-increasing claims are disallowed under the Programme for Prosperity and Fairness. The cost of conceding this claim and increasing annual leave entitlements of both Clerical Officer and Staff Officer grades would be considerable. In addition, if the claim was conceded, repercussive claims

from other civil service unions would follow. The basis for the repercussive claims would be the need to maintain leave differentials between grades within the Civil Service. Furthermore, any increase in annual leave entitlements within the Civil Service would have implications for the wider public sector for bodies with Civil Service linkages. The Official Side agreed to prepare a disagreed report.

3. This report, recording disagreement, was adopted on 27 February 2002.

Agreed Report, recording disagreement.

This report was adopted on 27 February 2002