

Civil Service Conciliation and Arbitration Scheme

General Council Report 1408

(Meeting/s of 24 April 2002, 26 June 2002)

That the 1% lump sum made payable under the terms of the PPF be applied to what are normal attendance allowances.

I. The Association said that, as part of their normal attendance regime, Prison Officers were required to work at unsocial hours, including nights, weekends and public holidays, for which premium payments were made. Since payments of this sort related to the normal attendance of Prison Officers, the payments should be taken into account in calculating the 1% lump sum payment under the adjustment to the Programme for Prosperity and Fairness (PPF). The Association also said that under an agreed arrangement, these payments were taken into account in calculating pay during annual leave and this supported the claim.

2 The Official Side said that the adjustment to the PPF, as it relates to the public service, stated specifically that a non-pensionable once-off lump sum payment would be paid on 1 April 2002 "equal to 1% of basic pay on that date".

There had always been a clear understanding in the prison service, and in the civil service generally, that the term "basic pay" covered the salary payable plus allowances in the nature of pay which have traditionally been regarded as part of basic pay. Payments for attendance at unsocial hours are not regarded as part of basic and the present claim was an attempt to expand the definition of basic pay. It was not accepted that arrangements in relation to pay during annual leave were relevant to the claim. For the foregoing reasons, the Official Side were not prepared to agree to conceded the claim.

3 Following further discussion, it was decided that a report should be prepared recording disagreement on the claim.

4 This report was adopted on 26 June 2002

Agreed report, recording disagreement.

This report was adopted on 26 June 2002