

Civil Service Conciliation and Arbitration Scheme

General Council Report 1409

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

For the application of Clause 2 (iv) of Annex 1 to the agreement on pay and conditions of employment and co-operation at the level of the enterprise, which formed as part of the Programme for Competitiveness and Work as it applied to the Public Service.

1. The Association said that Clause 2(iv) of Annex 1 to the pay agreement under the Programme for Competitiveness and Work (PCW) provided for a 1% increase in pay with effect from 1 April 1994. This increase had not been applied to the grades represented by the Prison Officers' Association. The revised pay scales arising from the PCW agreement for Prison Officers were implemented from 1 July 1996 and 1 April 1997 (50% of the increase in each phase).
2. The Association considered that a 1% increase should be applied between 1 April 1994 and 30 June 1996. The Association stated they were not seeking that an additional 1% be applied on top of the existing scales and it was accepted that the scales implemented with effect from 1 July 1996 could be regarded as including the 1% increase
3. The Official Side said that Clause 2(iv) of the PCW provided for the payment of a 1% increase with effect from 1 April 1994 which would be fully offset against the outcome of negotiations on the eventual settlement. It was essentially a payment on account for those who wanted it and individual unions took different positions on this. Some decided not to seek the 1% payment and to devote the entire amount available under the local bargaining clause of the PCW towards the eventual settlement while others decided to take the 1% and accept that this effectively reduced what was available for the eventual settlement.
4. The Official Side said that there were prolonged negotiations with the Prison Officers' Association about application of the local bargaining clause of the PCW to prison service grades including a referral of their claim to adjudication. The package which finally emerged in 1997 was agreed by both sides in full settlement of the claim. The package for prison service grades under the local bargaining clause of the PCW was fully agreed by both sides as a final settlement and the Official side did not accept that it could be reopened now.

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

6 This report was adopted on 26 June 2002

Agreed report, recording disagreement.

This report was adopted on 26 June 2002