

Civil Service Conciliation and Arbitration Scheme

General Council Report 1448

(Meeting/s of 28 July 2004, 27 October 2004, 15 December 2004)

That the overtime rates payable for attendance on Saturday morning (i.e. between 9.15 am and 1.00 pm) be increased to double time.

The Staff Side said that while the overtime rate for Saturday after 1.00 p.m. was double time, the overtime rate for Saturday morning (9.15 a.m. to 1.00 p.m.) was time-and-a-half. The basis for the claim was that all overtime on Saturday should be paid at the double rate.

The Official Side said that some of the staff doing overtime on Saturday morning were already getting paid double rate because once staff had completed 8 hours of overtime in a given week, they automatically went on to double time for all subsequent overtime in the same week (Circular 27/99: Extra Attendance, para. 6, 8). As at least some of the staff doing overtime on Saturday would already have completed 8 hours overtime earlier in the same week, they would therefore be paid at double time for the overtime worked on Saturday morning.

The Official Side also drew attention to the fact that all staff who give extra attendance on Saturdays (or Sundays or public holidays) were always paid for a minimum of 3 hours attendance (Circular 27/99, para. 9). Thus, where officers attend for less than 3 hours on Saturday, they are nevertheless paid for a minimum of 3 hours.

Taking the above considerations into account, the Official side view was that they could not agree to increasing the overtime rates for Saturday morning.

The Official Side added that a change in the overtime rates as set out in the claim could not be confined to the civil service and would have significant cost implications for the wider public service. The Official Side, therefore, saw it as a cost increasing claim, prohibited under the terms of section 19.6 of Sustaining Progress.

The Staff Side disputed this view. They said that the claim was a minor claim and as such, was not prohibited by the terms of section 19.6 of Sustaining Progress.

This report recording disagreement was adopted on 15 December 2004.

Agreed report, recording disagreement.

This report was adopted on 15 December 2004