

Civil Service Conciliation and Arbitration Scheme

General Council Report 1449

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

That the overriding maximum of the combination of Marriage Leave and Annual Leave be increased from 25 days to 27 days in the year of marriage.

In 1998 it was agreed at General Council that civil servants would have up to 5 days paid leave at time of marriage subject to an overall total, between annual leave and marriage leave, of 25 days (General Council Report 1338). In 2003 annual leave allowances were increased for all civil servants (Circular 27/03: Annual Leave, Appendix 1). As a result of this general increase in annual leave allowances, the Staff Side drew attention to the fact that the increase in annual leave had in effect, led to a reduction in marriage leave. In this claim the Staff Side sought an increase in the overall total of annual and marriage leave from 25 to 27 days. The Staff Side presented the claim in order to preserve intact the amount of marriage leave allowable to civil servants.

The Official Side agreed that the overall total had changed regularly over the years as the annual leave entitlement of civil servants had increased. In the 1970s the total (between annual leave and marriage leave) was 23 days (Circular 44/74), in the 1980s the total was 24 days (Circular 7/82), and in the late 1990s it had become 25 days (General Council Report 1338).

The Official Side added, however, that in dealing in the past with the issue of annual leave and marriage leave, the overall total of the two had been increased by 1 day, and not by 2 days. In keeping with this practice, and taking into account the increase in the annual leave provision in Circular 27/03, the Official Side offered an increase in the overall total to 26 days, rather than the 27 days mentioned in the claim. After some consideration, the Staff Side accepted this offer.

All civil servants coming under the Scheme of Conciliation and Arbitration, will therefore be allowed up to 5 days paid leave at time of marriage subject to an overall total, between annual leave and marriage leave, of 26 days.

The new arrangements are effective from the annual leave years that commenced after 18 July 2002 (the date of Arbitration Report 596). For most Departments/Offices this means the annual leave year beginning on 1 April 2003, although it will mean the annual leave year beginning on 1

January 2003 for some Departments/Offices.

This report recording agreement was adopted on 15 December 2004.

Agreed report, recording agreement.

This report was adopted on 15 December 2004