

# Civil Service Conciliation and Arbitration Scheme

## General Council Report 1460

(Meeting/s of 29 September 2004, 28 September 2005)

### Claim seeking the application of Incremental Credit for previous service at the entry levels of grades represented by FUGE

1. The Staff Side sought the application of incremental credit for previous service at the entry levels of grades represented by FUGE.
2. FUGE referred to General Council Agreed Report 1443 which provides for the payment of incremental credit for entry grades represented by CPSU and PSEU and were seeking a similar arrangement.
3. The Official Side agreed to give consideration to the payment of incremental credit for previous experience in the Public Sector for entry level grades represented by FUGE subject to bilateral discussions on issues relating to revision of the pay scale.
4. An agreement was reached on the application of incremental credit based on bilateral discussions (see Appendix 1).
5. Previous experience in the public service in Ireland or in the EU member states will have to be relevant to the work of the grade. Each individual case will be considered on its own merits.
6. This report recording the agreement was adopted on 28th September 2005.

#### *Appendix 1*

**Agreement on incremental credit for previous service for Services Officer or Services Attendant or an equivalent grade represented by Federated Union of Government Employees (FUGE)**

## **1. Scope of agreement:**

### ***[a] Experience***

The following criteria apply in relation to experience

- ❖ This agreement is in respect of persons who have previously been employed in the public service in Ireland (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act 2004) or an equivalent body in the EU Member States. Employment in the public service in EFTA countries and the EU Commission will be considered as relevant in this regard. at the grades of Services Officer or Services Attendant or at an equivalent grade.
- ❖ Experience in the public service in Ireland or in the EU member states will have to be relevant to the work of the grade. In addition, experience in the equivalent grade in the following bodies will be considered relevant: An Post, Telecom Eireann, Coillte Teo, and Irish Aviation Authority.
- ❖ Incremental credit will be granted on the following basis:
  - One increment per year for the first five qualifying years;
  - Six increments for an employee with previous qualifying service of six to less than ten years;
  - Seven increments for an employee with ten or more years qualifying service.
- ❖ Qualifying service is actual service less two years to take account of service on former age points that have been eliminated from the incremental scales (if any).
- ❖ Credit will not be given for service which has already been taken into account for the purpose of setting starting pay.
- ❖ Temporary service: the ceiling on incremental progression for temporary staff was removed with effect from 14 July 2003 (letter E107/7/76 of 16 December 2004 to Personnel Officers and General Council Report 1301 refers).  
Temporary service: the ceiling on incremental progression for temporary staff will be removed with effect from the 14 July 2003 so that temporary staff may progress beyond the fifth point of their scale on the same basis as permanent employees.
- ❖ While seniority is a matter for Heads of Departments, it is not intended that this agreement will affect existing seniority arrangements.

### ***[b] Verification***

Persons claiming credit for previous service must give comprehensive and accurate information to their employing department in support of their

claim. Credit for previous service will not be awarded until the employing department has satisfactorily completed such measures as it considers appropriate to authenticate the claim. Departments will endeavour to complete enquiries in three months.

***[c] Application***

❖ In general, application for incremental credit will be considered only at the point of entry to the Civil Service. The onus will be on the candidate to claim. New recruits will be informed of this arrangement in the letter of offer from Departments. However, applications for incremental credit from serving staff, who have previous experience prior to their current appointment, and who were recruited in the grades of Services Officer or Services Attendant or an equivalent grade represented by FUGE, will be considered.

❖ The Agreement will be effective from 1 October 2002.

❖ Former civil servants currently employed in the grade of Services Officer or Services Attendant or an equivalent grade represented by FUGE will also get credit from 1 October 2002 or thereafter.

**[d]** Any difficulties which may arise in the operation of the Agreement will be discussed between the Department of Finance and FUGE.

**[e]** This agreement will not form the basis of other claims.

Agreed report, recording agreement.

This report was adopted on 28 September 2005