

Civil Service Conciliation and Arbitration Scheme

General Council Report 1475

(Meeting/s of 28 June 2006, 25 October 2006)

That the Annual Leave of Executive Officers, Higher Executive Officers, Administrative Officers and equivalent grades represented by the Public Service Executive Union be increased.

1. The Staff Side said that the claim sought an increase in the Annual Leave Allowances of the Executive Officer, Higher Executive Officer and Administrative Officer grades. While these allowances had been reviewed at arbitration in recent years, they considered that it was appropriate to have a further review at this stage. There was considerable feeling on the part of the Officers concerned as evidenced by the adoption of a resolution seeking increased leave at the Annual Delegate Conference of the PSEU this year. In addition, the Staff Side said that there would be little or no additional cost to the Exchequer in conceding an increase in the Annual Leave Allowances of the grades in question.

2. The Official Side rejected the claim for the following reasons:

- Leave for the PSEU grades was increased with effect from the leave year commencing after 18 July 2002 (the date of the arbitration report).
- This increase in annual leave is recent. The Official Side would not accept that the basis of the claim is a compelling reason for seeking additional annual leave. The Official Side would also not accept that because some non-pay conditions of service may not have changed for a period, in itself, justifies a change in that condition.
- Civil Servants generally receive more annual leave than is provided for in the Organisation of Working Time Act, 1997
- Finally, the Official Side does not accept that there is no cost involved where leave or additional leave is concerned. While the Arbitrator in his previous report (596) on annual leave queried the basis on which the Official Side costed that claim he did not say that that there was no cost involved.

3. This report, therefore, records disagreement.

4. This report was adopted on 25 October 2006.

Eric Gargan
Official Side Secretary

Joan Byrne
Staff Side Secretary

Agreed report, recording disagreement.

This report was adopted on 25 October 2006