

Civil Service Conciliation and Arbitration Scheme

General Council Report 1477

(Meeting/s of 22 February 2006, 26 April 2006, 28 June 2006, 25 October 2006)

That the annual leave of grades with 31 days in the leave band be increased.

1. At the General Council meeting on 13 February 2006, AHCPs/IMPACT in support of their claim for additional leave, pointed out that a claim for extra annual leave was first lodged two years ago following the increase in annual leave for certain grades covered by Circular 27/2003. At the time it was agreed not to pursue the claim for a period at the request of the management side. The AHCPs/IMPACT wanted to resubmit the claim. AHCPs/IMPACT wanted the same level of leave for their grades that comparative grades receive elsewhere in the public service.

2. A number of examples were provided as follows; Functional Officer in the HSE South East region has 33 days leave. Director of Service Waterford County Council, 34 days, Director of Service South Tipperary County Council, 36 days, Director of Service Sligo County Council 38 days plus two privilege days, Director of Service Leitrim County Council, 36 days plus two privilege days, Director of service Donegal County Council, 33 days plus two privilege days.

Response from the Official Side

3. The Official Side is rejecting the claim for the following reasons:

- The AHCPs and equivalent grades in IMPACT receive more favourable annual leave than similar positions in the private sector. 80% of employees in the private sector at PO salary levels receive 29 days annual leave or less. The leave allowance for similar employment in the private sector generally range between 27 to 29 days.
- It is the view of the Official Side that 31 days annual leave plus an additional 2 privilege days is a generous leave allowance. This has been the maximum level in the civil service for many years and we do not accept that any change is warranted.
- The benchmarking exercise severed all previous pay links in the public service. As the benchmarking body also looked at non-pay elements of public service employment including annual leave, the official side would argue that it is no longer appropriate to simply compare leave allowances in the civil service or other parts of the public service e.g. local authorities, health boards.
- The Official Side believe there are costs associated with the claim

3. This report was adopted on 25 October 2006.

Eric Gargan Joan Byrne
Official Side Secretary Staff Side Secretary

Agreed report, recording disagreement.

This report was adopted on 25 October 2006