

# Civil Service Conciliation and Arbitration Scheme

## General Council Report 1482

(Meeting/s of 31 January 2007)

### The level of assignments of Clerical Officers to Clerical Officer Higher Scale

1. Under the terms of General Council Report 1323, there is a provision (Appendix 3, paragraph 14) to discuss and resolve any difficulties that may arise from the implementation of the agreement. The CPSU sought a revision of the method of calculating the number of permitted assignments to the Clerical Officer higher scale.
2. The number was fixed at 30% of the Clerical Officer cohort on 1 August 1996 (pre-amalgamation with the Clerical Assistant and Paperkeeper grades). The unified grade was then very close to double the number of the grade prior to amalgamation.
3. The Official Side said that the discussions with the Union were on the basis that the terms of Circular 33/97 (CPSU Restructuring) would only be revisited to make the distribution of the permitted Higher Scales more equitable between Departments/Offices and insisted that any revision must remain within the agreed cost parameters.
4. Both parties entered into discussions with a view to addressing the unequal access to higher scales for Clerical Officers among Departments/Offices. The CPSU sought to have 20% of Clerical Officers in each Department/Office assigned to the higher scale to give equal access to higher scales between Departments/Offices.
5. The Official Side said that this proposal was too far removed from the original terms and could not be accepted. The Official Side was willing to discuss other avenues of keeping within the original terms which would make the apportionment of the higher scales more equitable between Departments/Offices and easier to administer.
6. Following discussions between the parties an offer was made by the Official Side to change the permitted level of Clerical Officer Higher Scale progression to 15% of serving Clerical Officers. The Office of the Revenue Commissioners may use the fixed number of 332 permitted CO higher

scales or the provisions of this agreement.

7. The proposals shown in Appendix 1 were acceptable to the union.

8. The Staff Side accepted that the adjustment would not form the basis for any other claims

9. At a meeting on 31 January 2007 the Council agreed to recommend for acceptance the overall package referred to in paragraph 6.

10. This report accordingly records such agreement.

11. This report was adopted on 31 January 2007.

Agreed report, recording agreement.

This report was adopted on 31 January 2007