

Civil Service Conciliation and Arbitration Scheme

General Council Report 1510

(Meeting/s of 30 April 2008, 30 July 2008, 29 October 2008)

Seeking the addition of three extra days annual leave for all staff who are operating on a 24-hour seven day week shift

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PANEL: Claim: Seeking the addition of three extra days annual leave for all staff who are operating on a 24-hour seven day week shift

(Meetings held on 30 April 2008, 30 July 2008 and 29 October 2008)

Basis of Staff Side claim:

1. Staff who are required to operate on a continuous shift basis are currently receiving a shift premium applied as a percentage to their normal salary. This percentage is out of line with private sector for those shifts and it is also out of line with Civil Service Arbitration Board Report 498 which recommended an extra three days annual leave to this category of shift worker.

2. Arbitration Board report no. 498 dating from November 1984 provided an additional 3 days annual leave for 4 shift workers i.e. those who work 24/7 shifts in the case of the following grades; radio officer, air traffic controller, meteorologist etc. The Arbitrator partially accepted the Staff Side claim on the basis that:

- Ø The adverse effects of shift work warranted the award of additional leave;
- Ø There was a general practice in the Labour Court to grant extra leave where employees worked a 4 shift system.

Official Side View.

3. The claim from the staff side has been considered carefully by the official side. However for the following reasons the official side is not in a position to agree to the claim:

- Ø Existing compensation for shift work is in line with that provided In the private sector.

Ø The circumstances giving rise to Arbitration Board report no. 498 have now changed.

Ø Annual leave for civil servants compares favourably with the private sector.

Ø Annual leave was increased for most civil service grades in 2003.

4. This report records disagreement on the claim and was adopted at the meeting held on 29 October 2008.

Aengus O Riain
Official Side Secretary

Joan Byrne
Staff Side Secretary

Report recording disagreement

This report was adopted on 29 October 2008