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17/12/2008

Civil Service Conciliation and Arbitration Scheme

General Council Report 1518

(Meeting/s of 27 June 2007, 26 September 2007, 17 December 2008)

That the arrangements governing special leave with pay be amended in order to permit such leave for staff obliged to accompany dependent relatives to medical appointments.

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Conciliation and Arbitration Scheme

General Council 1518

(General Council Meeting of 27 June 2007, 26 September 2007)

Claim: That the arrangements governing special leave with pay be amended in order to permit such leave for staff obliged to accompany dependent relatives to medical appointments

The arrangements in the civil service for medical/dental appointments are as follows:

- (i) officers on flexitime are expected to use the flexibility to arrange routine medical/dental appointments, i.e. before 10 a.m or after 4 p.m. (or indeed on Saturdays)
- (ii) if the medical/dental appointment has to extend into core time, flexitime credit will be given at the discretion of the officer's supervisor.

There are no arrangements in the civil service for flexitime credit to be given to officers who have to accompany a sick relative to a medical appointment. In these circumstances, officers could use flexi leave or annual leave. It is not proposed to change this approach.

Alternatively, staff with dependent relatives might consider one of the work-life balance options - worksharing, term time, career break, unpaid leave to care for a sick relative.

The staff side asked that a report recording disagreement be prepared.

This report, recording disagreement, was adopted on 17 December 2008.

Aengus O'Riain
Official Side Secretary

Joan Byrne
Staff Side Secretary

Report recording disagreement