

Civil Service Conciliation and Arbitration Scheme

General Council Report 1261

(Meeting/s of 29 September 1993, 24 November 1993)

Claim that a Disability Liaison Officer be appointed within each Government Department.

1. At the General Council meeting of 29 September 1993, the Staff Side presented a claim that a Disability Liaison Officer be appointed within each Government Department.
2. The claim was discussed at General Council on 24 November 1993. The Official Side pointed out that the primary responsibility for matters relating to staff rested with personnel units, in particular the Personnel Officer. The Official Side took the view that matters relating to staff with disabilities were an integral part of the personnel function and that shifting the emphasis from the Personnel Officer could be counterproductive, as it could result in marginalising issues relating to disabled staff. For that reason, the Official Side was opposed to the appointment of Disability Liaison Officers. However, the Official Side agreed that each Department should nominate an officer in the Personnel Section to provide information and assistance, as required, to staff with disabilities and to supervisors to whom someone with a disability is being assigned. If Departments wished, that information and assistance function could be carried out by the Personnel Officer. The Staff Side accepted this arrangement. It was agreed that a report recording agreement on the claim be prepared.
3. This report, recording agreement, was adopted on 30 December 1993.

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