

Civil Service Conciliation and Arbitration Scheme

General Council Report 1279

(Meeting/s of 30 November 1994, 29 March 1995)

Programme for Competitiveness and Work - 1% for AP/PO related grades

Application of Clause 2(iv) of Annex 1 to the Agreement on Pay and Conditions of Employment and Cooperation at the Level of the Enterprise which forms part of the Pro-programme for Competitiveness and Work to certain grades represented by the Irish Municipal, Public and Civil Trade Union (IMPACT)

1. The Staff Side stated that they wished to seek payment for the grades listed in the Appendix, which were represented by IMPACT, of the 1% increase due from 1 April 1994 under Clause 2(iv) of Annex 1 to the Agreement on Pay and Conditions of Employment and Cooperation at the Level of the Enterprise which forms part of the Pro-programme for Competitiveness and Work as it applied to the public service. The grades concerned had an automatic pay link with the general service grades of Principal and Assistant Principal (Standard and Higher Scales) and the Association representing those grades (Association of Higher Civil Servants) had opted to take the 1% increase. IMPACT wished to retain these automatic links with the Principal and Assistant Principal (Standard and Higher Scales) and for this reason, they were also seeking the payment of the 1% with effect from 1 April 1994. They said that this course was being adopted without prejudice to their position in regard to the processing of claims and proposals for these grades under Clause 2(iii) of Annex 1. They accepted that the payment of 1% from 1 April 1994 would be fully offset against the outcome of negotiations under Option A or negotiations or adjudications under Option B.

2. The Official Side pointed out that a number of other civil service unions involved in restructuring talks had not sought immediate payment of the 1% provided for in Clause 2(iv) of the Agreement. It would seem more in keeping with the spirit of restructuring to defer a decision on this matter until further discussions on restructuring had

taken place under Option A in respect of the grades mentioned by the Staff Side. It was, of course, open to the Union to seek payment of the 1% at a latter date.

3. The Staff Side reiterated that they wished to have the 1% paid to the grades listed in the Appendix with effect from 1 April 1994. They said that the Official Side had confirmed that this would not prejudice the Staff Side position in pursuing either Option A or Option B. They said that they under-stood that, in addition to the grades represented by the AHCS, other major groups in the public service had similarly opted to take the 1% without prejudice to their pursuing Option A.

4. The Official Side said that agreement to the payment of the 1% to the grades concerned would be without prejudice to the position to be adopted by them in relation to the pay or other matters concerning those grades in further discussions under Option A or Option B, or generally in the future.

5. The Official Side said that payment of the 1% from 1 April 1994 was subject to the terms of Clause 2(iv) of Annex 1 to the Agreement - i.e. that the two sides were fully committed to approaching negotiations under Clause 2(iii) of Annex 1 on the basis that real changes involving savings and improvements in efficiency and effectiveness will be achieved. The Staff Side confirmed that they accepted this position.

6. This report, recording agreement, was adopted on 29 March 1995.

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