

# Civil Service Conciliation and Arbitration Scheme

## General Council Report 1287

(Meeting/s of 29 March 1995, 31 May 1995)

Claim that protective clothing be provided for the Services Attendant grade i.e. anorack, protective footwear, overalls.

1. In presenting the claim the Staff Side said that Services Attendants tended to be ignored by Departments when it came to the allocation of protective clothing. Suitable protective clothing was not being provided in all circumstances where there was a risk of injury. Particular problems were being experienced with the provision of protective clothing to Services Attendants in provincial locations.
2. The Official Side said that while there was no general issue of protective clothing a wide range of protective clothing/equipment was provided to Services Attendants ranging from raingear and overalls to, in some instances face masks, breathing aparatus, gloves, anoraks and protective footwear.
3. Having considered the claim the Official Side said they were prepared to make an offer of an anorak which would be issued once every three years to Services Attendants who are engaged on outdoor duties or on a combination of indoor and outdoor duties. The Official Side was also prepared to make an offer of one pair of overalls or a shopcoat ,as appropriate, per annum to all Services Attendants. The Official Side said it was not prepared to offer protective shoes as part of a general issue to all Services Attendants as protective footwear would not be a requirement for all members of the grade. The issue of protective footwear would be a matter for local management having regard to the requirements of the health and safety legislation.
4. The Official Side said that it would also write to Personnel Officers to remind them of their obligations under the Safety, Health and Welfare at Work (General Application) Regulations, 1993, to provide appropriate protective equipment in circumstances where risks to the safety and health of the employees cannot be controlled or eliminated.
5. Following discussion the Staff Side said they were prepared to accept the offer subject to their being in a position to come back to Council in a matter of months if the situation in regard to the issue of protective footwear had not improved.

6. This report was adopted on 31 May 1995 1995.

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