

Civil Service Conciliation and Arbitration Scheme

General Council Report 1300

(Meeting/s of 27 March 1996)

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 Programme for Competitiveness and Work to certain grades represented by IMPACT

1. The Staff Side stated that they wished to seek payment, by means of a lump sum and not as an addition to the pay scale, in respect 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 Programme for Competitiveness and Work, as it applied to the public service, to certain grades represented by IMPACT. The intention was that a lump sum payment would be made in respect of the period 1 April 1994 to 31 March 1996 by reference to the addition to pay which would have applied if the 1% increase had been implemented in the case of the grades concerned for the period in question only. An actual addition to the pay scales was not being sought at this stage. The grades for which payment was being sought are shown in the Appendix to this report.
2. The Staff Side 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 payment of the lump sums would be fully offset against the outcome of negotiations under Option A or negotiations or adjudications under Option B.
3. The Official Side noted the position of the Union and said they were agreeable to payment of lump sums on the basis sought. They stated that payment would be 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.
4. This report, recording agreement, was adopted on 27 March 1996.

Appendix to General Council Report

Grades for which a lump payment in respect of the 1% increase is sought

- . Court Usher
- . Legal Clerk
- . Senior Legal Clerk
- . Legal Staff Officer
- . Usher, Houses of the Oireachtas
- . Laboratory Technician
- . Senior Laboratory Technician, Class I
- . Senior Laboratory Technician, Class II
- . Serological Assistant
- . Seed Analyst
- . Supervising Serological Assistant
- . Higher Seed Analyst
- . Senior Seed Analyst
- . Senior Serological Assistant
- . Dairy Laboratory Assistant
- . Botanical Assistant
- . Chief Technologist

This report was adopted on 27 March 1996