

# Civil Service Conciliation and Arbitration Scheme

## General Council Report 1301

(Meeting/s of 29 September 1993, 24 November 1993, 26 April 1995, 29 November 1995)

Claim that whole-time temporary Civil Servants be given incremental credit up to the maximum of the relevant salary scale on the following basis: increments payable would be subject to having twelve months full-time satisfactory service in the preceding twelve month period or such date thereafter that an aggregate twelve months' service has been worked.

1. The claim was that whole-time temporary civil servants be given incremental credit up to the maximum of the relevant salary scale.
2. The Staff Side referred to agreements reached in the Health Board and Local Authority areas which allowed incremental credit for whole-time (not part-time) temporary staff up to a maximum of the 5th point on the relevant scale.
3. The Official Side said that they were prepared to agree that similar arrangements to those agreed in the Health Board and Local Authority areas could be applied to temporary staff in the civil service. Accordingly, increments up to a maximum of the 5th point on the relevant scale would be granted to temporary civil servants serving in grades covered by the Scheme of Conciliation and Arbitration for the Civil Service where there is an incremental scale for the grade in question. This would be applied on the following basis:
  - (a) a temporary civil servant who on 1 January 1994 had, in the preceding 3 years, at least two years full-time continuous service or the equivalent of at least two years aggregate service in the same or analogous grade may be granted 2 increments with effect from 1 January 1994. A temporary civil servant who attains such service at any time in the future may be granted two increments with effect from the date on which the service requirement is satisfied.
  - (b) a temporary civil servant who has received incremental credit in accordance with (a) above and who on 1 January of a subsequent year has a further year's full time service or an aggregate of a further full year's service in the same or analogous grade may be granted a further increment with effect from 1 January of that year.
  - (c) a temporary civil servant who has received incremental credit in accordance with (a) and (b) above and who on 1 January of a subsequent year has a further

year's full time service or an aggregate of a further full year's service in the same or analogous grade may be granted a final increment with effect from 1 January of that year.

4. A person who is granted incremental credit for temporary service under the above arrangements and who, while employed as a temporary civil servant or immediately thereafter, secures an established position in the same or analogous grade may have such incremental credit reckoned for the purpose of determining starting pay in the established position.

5. The foregoing arrangements will apply, as appropriate, on an ongoing basis.

6. It was agreed that a report recording agreement on the claim be prepared.

7. This report, recording agreement, was adopted on 1 May 1996.

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