

Civil Service Conciliation and Arbitration Scheme

General Council Report 1309

(Meeting/s of 29 January 1997)

Agreement in relation to grades of Services Officer, Services Attendant and Cleaner which are represented by the Federated Union of Government Employees (FUGE)

1. Claims had been made, and other issues raised, at General Council in relation to the grades referred to above. These fell to be considered in the context of Clause 3 of the PESP pay agreement. Subsequently, discussions took place in the context of the local bargaining provisions of the pay agreement associated with the PCW which provides that it is open to parties who had not processed claims under Clause 3 of the PESP to process their claims on the basis set out in Clause 2 (iii)A of the PCW pay agreement.
2. The Official Side said that their approach to the discussions with the Union were on the basis that additions to payroll costs would have to be compatible with the cost parameters of the PCW. The Official Side also had requirements in relation to flexibilities and changes in work practices.
3. Following discussion between the sides, agreement was reached on the proposals set out in the Appendices 1 and 2 to this report. Appendix 1 sets out pay scales for the grades concerned and arrangements for implementation. Appendix 2 outlines flexibilities and changes in work practices which have been accepted by the Union on behalf of the grades concerned.
4. Both sides noted that, as provided for in the PCW pay agreement, no cost increasing claims on behalf of the grades concerned for improvements in pay or conditions may be made or processed during the currency of the agreement.
5. At a meeting on 29 January 1997, the Council agreed to recommend for acceptance the overall package contained in the Appendices to the Report.
6. This report accordingly records such agreement.
7. This report was adopted on 29 January 1997.

FUGE GRADES - FLEXIBILITY AND CHANGE

1. INTRODUCTION

The Programme for Competitiveness and Work provides that in return for improvements in pay and conditions that there should be a contribution on the part of employees in the area of flexibility and change, in the interests of efficiency and effectiveness and an improved quality of Public Service. In the context of the benefits for the members of the Federated Union of Government Employees provided by this agreement, the following flexibility and change measures are agreed.

2. DUTIES

The Union agree that

- there will be continuing co-operation by members of FUGE grades in relation to flexibility of reporting relationships.
- there will be co-operation in the further development of flexibility of duties between the grades of Services Officer and Services Attendant.
- there will be co-operation in relation to flexibility of duties with other grades.

3. ATYPICAL RECRUITMENT

(a) It is agreed by the Union that temporary and part-time staff may be employed in certain circumstances and for specific periods. In such cases, consultations will take place at local level.

(b) It is accepted that management have the right and responsibility to provide services in the most efficient and effective manner possible. In this context all options fall to be considered e.g., employment of grades represented by FUGE, sourcing of certain services outside the Civil Service. In the interests of efficiency and effectiveness, there have been situations in the past and there are ongoing situations where services are sourced outside the Civil Service.

4. CO-OPERATION WITH ORGANISATIONAL CHANGE, MANAGEMENT INITIATIVES AND TECHNOLOGY

Organisational change, management initiatives and new forms and applications of technology e.g., monitors, walkie talkies, as well as the adaptation of existing arrangements, are a feature of the working of the civil service. In this regard the Union is committed to co-operation with such changes in the work place. Training will be provided as required and where any

significant changes are involved there will be consultation at local level.

5. VARYING HOURS OF ATTENDANCE

(a) As well as providing services during the normal working hours, which apply to civil service grades generally, viz usually within a "9-5" attendance pattern, it is acknowledged that services are also provided, as required, outside these "core hours" of attendance e.g., involving variations in starting and finishing times.

(b) There can also, in certain circumstances, be a need to extend the scope of these arrangements to provide for

(i) lunch-time opening of public offices which are presently closed at lunch-time and

(ii) to address greater variability in starting and finishing times that may be required due to new developments in Departments.

(c) It is acknowledged that the Union has co-operated with such arrangements and developments in the past and will continue to co-operate in the future, subject to prior consultation in each case at Departmental level.

Note: The terms of Circular 19/91 relating to the 41 hour week will continue to apply.

6. MAINTAINING STANDARDS OF PERFORMANCE

The Union agree to co-operate with measures designed to maintain and improve standards of performance. The Union will participate in discussions with the Official Side on this matter.

7 DEPLOYMENT OF SURPLUS STAFF

Where it is proposed to transfer staff who are surplus to requirements in one Department/Office to fill other positions in the same grade or grades represented by the Union in other Departments/Offices, there will be consultations between the two sides on the way in which the proposals will be implemented.

Appendix 1



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This report was adopted on 29 January 1997