

Civil Service Conciliation and Arbitration Scheme

General Council Report 1319

(Meeting/s of 25 June 1997)

Agreement in relation to the grades of Senior Clerk of Works/District Inspector and Clerk of Works (other than those in the National Monuments Service in the Department of Arts, Culture and the Gaeltacht)

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1 Claims in relation to the pay of the above grades fell to be considered in the context of Clause 3 of the PESP pay agreement. 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 was 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 attachment to this report. The Union confirmed their acceptance of the provisions set out in the central agreement which had been negotiated with IMPACT in regard to flexibilities and changes in work practices (Appendix 2 to Agreed Report No 1306).

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 25 June 1997 the Council agreed to recommend for acceptance the overall package outlined in paragraph 3.

6 This report accordingly records such agreement.

7 This report was adopted on 25 June 1997.

Agreement under the provisions of Clause 2 (iii) A of the Programme for Competitiveness and Work as applied to the Public Service in relation to the grades of Senior Clerk of Works/District Inspector and Clerk of Works

1 Revised Scale

1.1 The revised pay scales shown in Appendix 1 will apply.

2 Phasing of the revised scale and long service increments

2.1 The revised scales will be introduced in phases as follows:

. 60% of any increase involved (arising from a scale adjustment or the application of one or two long service increments, as appropriate) with effect from 1 June 1994

. the balance of the amount payable with effect from 1 June 1997

3 Assimilation

Senior Clerks of Works/District Inspector

3.1 Assimilation to the revised scale for Senior Clerk of Works/District Inspector will be on the basis of corresponding points in the case of points 1 to 6 of the present scale. In the case of those serving at the maximum of the present scale assimilation to the new scale will be as follows:

. those with less than one year on the maximum will be assimilated to point 6 of the new scale and will proceed by normal incremental progression to points 7 and 8.

. those with one year or more on the maximum, but less than 6 years, will be assimilated to point 7 of the new scale and proceed by normal incremental progression to point 8.

. those with six years or more on the maximum will be assimilated to point 8 of the new scale.

Clerk of Works

3.2 Assimilation to the revised scale for Clerk of Works will be on the basis of corresponding points.

4 Long Service Increments for the grade of Clerk of Works

4.1 Except where paragraph 4.2 applies, assimilation to the long service incremental points for the grade of Clerk of Works will be on the following basis:

(a) Serving members of the grade who were on the maximum of the scale on 1 June 1994 or who reach the maximum of the scale before 1 June 1997 will, subject to the phasing arrangements set out in paragraph 2.1, be eligible for the first long service increment without the requirement that three years be served on the maximum.

(b) In cases covered by (a) payment of the first phase of the long service increment will be made as follows:

. with effect from 1 June 1994 in the case of staff who were on the maximum of the scale at that date.

. with effect from the date the maximum was reached in the case of staff who reach the maximum before 1 June 1997.

(c) In all cases referred to at (a) payment of the second phase of the long service increment will be made with effect from 1 June 1997

4.2 Subject to the phasing arrangements set out in paragraph 2.1, staff with six years satisfactory service on the maximum of the scale or who subsequently attain such service will be eligible for the second long service increment with effect from 1 June 1994 or such subsequent date as six years satisfactory service on the maximum has been completed.

5 Flexibility

5.1 A central agreement has been reached between the official side and IMPACT on measures dealing with flexibility of working and change to apply in the case of IMPACT grades generally (Appendix 2 to General Council Report 1306). It may also be necessary to have discussions at Departmental level in order to clarify how particular provisions in this agreement would apply in individual areas. Specific flexibility requirements to apply to the grades covered by this agreement in the Office of Public Works are set out in Appendices 2 and 3 of this agreement.

6. Superannuation issues

6.1 Staff assimilated to the new scales, including the two long-service increment points for Clerks of Works, and who retire while on those scales, will be pensionable on the basis of those scales.

6.2 Staff who retired after 1 June 1994 but before 1 June 1997 will have their pensions revised, in the normal way, by reference to the rates of pay applicable to serving staff on 1 June 1997.

6.3 The lump sums of staff who retired between 1 June 1994 and 31 May 1997 (both dates inclusive) will be calculated by reference to the first phase (i.e. 60% of the increase involved) of the revised scales, as indicated in paragraph 2.1. The lump sums of staff who retired on and after 1 June 1997 will be calculated by reference to the fully revised scales. (Death gratuities and marriage gratuities will be treated similarly).

APPENDIX 2

Flexibility Requirements

Senior Clerk of Works/Clerk of Works (Electrical & Heating Services)

It is recognised by both sides that a feature of the activities carried out by the Civil Service involves changes, new schemes and initiatives, new forms and application of technology. It is acknowledged that staff have co-operated in these matters. It is agreed that this co-operation will be continued and developed in the future, embracing such matters as:

co-operation with Branch Management in the introduction and operation of an Architectural Branch Management System which will entail the setting up of a structure and cost system similar to those in use in the private sector;

co-operation with the introduction and operation of an integrated Computerised Office Management and Accountancy System;

use of modern technology and work practices arising from the above;

flexibility of duties with other grades.

APPENDIX 3

Flexibility Requirements

District Inspectors/Clerk of Works (Property Maintenance)

It is recognised by both sides that a feature of the activities carried out by

the Civil Service involves changes, new schemes and initiatives, new forms and application of technology. It is acknowledged that staff have co-operated in these matters. It is agreed that this co-operation will be continued and developed in the future, embracing such matters as:

co-operation with Branch Management in the introduction and operation of more efficient and streamlined management, organisational and accounting systems. This will entail the rationalisation of some existing operations and structures and the introduction of more flexible reporting arrangements;

co-operation with Branch Management in the introduction and operation of a new computerised property database;

flexibility of duties with other grades;

use of modern technology and practices arising from any of the above.



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This report was adopted on 25 June 1997