

Civil Service Conciliation and Arbitration Scheme

General Council Report 1325

(Meeting/s of 18 December 1997)

Agreement in relation to grades of Librarian and Assistant Librarian whose pay was formerly the same as that of the grades of Higher Executive Officer and Executive Officer

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1 Discussions on the claim on behalf of the above grades 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 Annex 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 18 December 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 18 December 1997.

Annex to General Council Report No. 1325

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 certain grades of Librarian and Assistant Librarian whose pay was formerly the same at that of the grades of Higher Executive Officer and Executive Officer

1 Revised Scales

1.1 The revised pay scales, including long increments, shown in the appendix will apply.

2 Phasing of the revised scale and long service increments

2.1 The revised scales including the long service increments 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

3.1 Assimilation to the revised scales will be on the basis of corresponding points.

3.2 Except where paragraph 3.3 applies, assimilation to the long service incremental points will be on the following basis:

(a) Serving members of the grades who were on the maximum of the scale on 1 June 1994 or who reached 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 reached 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

3.3 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.

4 Flexibility

4.1 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 Agreed Report No 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.

5. Superannuation issues

5.1 Staff assimilated to the new scales, including the two long-service increments, and who retire while on those scales, will be pensionable on the basis of those scales.

5.2 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.

5.3 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 of the revised scales, as indicated in paragraph 2.1. The lump sums of staff who retire 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).



This report was adopted on 18 December 1997