

Civil Service Conciliation and Arbitration Scheme

General Council Report 1326

(Meeting/s of 24 September 1997, 26 November 1997, 28 January 1998, 25 February 1998)

In calculating official sick leave for the purpose of promotion that Saturday and Sunday should not be included

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Claim that in calculating official sick leave for the purpose of promotion that Saturday and Sunday should not be included

1. The Staff Side said that many officers are paid on the basis of a five day week and, as such, are not paid for Saturday or Sunday. Saturdays and Sundays are, however, counted for the purposes of sick leave. In particular, they are counted in the period of 56 days of sick leave in a four year period which can disqualify an officer for promotion. Officers paid on the basis of a five day week feel it is no business of management whether they are sick on those days.

2. The Official Side said that sick leave is counted for all staff on the basis of a seven day week. All staff are treated in the same manner and, in consequence, no anomaly or discrimination arises from the practice. The reason for the use of the seven day week is to provide a "common currency" in which to count sick leave over a period in a promotion candidate's career, which may, for example, span periods of service in the clerical, executive and administrative grades, and a period of job-sharing. The executive and administrative grades are paid on the basis of a seven day week, so that coincides with the seven day sick leave week. However, clerical grades are paid on the basis of a five day week and job-sharers are recorded as having taken two days' sick leave for every one day they take.

The period of 56 days is intended to represent a period of eight weeks, expressed in terms of a seven day week. As one base had to be chosen for the purpose of expressing sick leave across periods in an officer's career, the Official Side could see no good reason for changing from a seven day to a five day base.

3. The Staff Side asked that a report recording disagreement be prepared.

4. This report, recording disagreement, was adopted on 25 February 1998.

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