

## Civil Service Conciliation and Arbitration Scheme

### General Council Report 1351

(Meeting/s of 30 November 1994, 25 January 1995, 22 February 1995, 29 March 1995, 27 May 1998, 29 July 1998, 25 November 1998)

Claim that all job-sharing officers be paid for all public holidays since 6th April 1991 and in the future.

## Civil Service Conciliation and Arbitration Scheme

### General Council Report No.1351

**(Meeting of 27 May 1998, 29 July 1998 and 25 November 1998)**

**Claim that all jobsharing officers be paid for all public holidays since 6 April 1991 and in the future.**

1. This claim was first lodged at General Council in November 1994 and a disagreed report issued in March 1995 (Report No. 1290). This Report records that the Staff Side stated their intention to consider seeking redress under the Employment Equality and Equal Pay Legislation.

2. The claim was again presented at General Council on 27 May 1998 and 29 July 1999.

3. The Staff Side said they were seeking that all job-sharers be paid for all public holidays since 6 April 1991 regardless of whether or not they are scheduled to work on the day the public holiday falls.

4. The Official Side referred to Labour Court determination DEP989 which found that a job-sharer was not entitled to pay for public holidays falling on a day when the job-sharer was not scheduled to work. The Official Side further stated that following the enactment of the Organisation of Working Time Act, 1997 jobsharers became entitled to a half day's pay (or time off in lieu) for each public holiday on which they are not scheduled for duty, in addition to their existing entitlement to paid absence on each public holiday

on which they are scheduled for duty with effect from 8 December 1997. A minute relating to the implementation of the Organisation of Working Time Act, 1997, including the treatment of job-sharing staff, issued to Personnel Officers on 27 February 1998. A subsequent minute of clarification issued on 14 October 1998. The Official Side said they did not consider there was any basis for making further changes to these arrangements.

5. The Staff Side asked that disagreement be recorded on the claim.

6. This report recording disagreement was adopted on 25 November 1998.

This report was adopted on 25 November 1998