

## Civil Service Conciliation and Arbitration Scheme

### General Council Report 1349

(Meeting/s of 24 June 1998, 28 October 1998)

That the number of days study leave allowed each year be increased.

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### General Council Report No.1349

(Meeting of 24 June 1998 and 28 October 1998)

**Claim that the number of days study leave allowed each year be increased.**

1. The Staff Side said that the basis for the claim was (a) the fact that study leave arrangements have not been reviewed since an amendment in 1988 and (b) the SMI has identified a need for increased training and development.
2. The Official Side said the current arrangements provide for paid leave to sit exams and 5 days paid study leave for each year of the course qualifying under the refund of fees scheme. Circular 6/88 amended the study leave provision to allow a certain carry-over of study leave from the second last year to the last year of a course. In addition General Council Report 1258 allows up to 2 days special leave to facilitate compulsory attendance at residential schools as part of a course undertaken by distance learning.
3. The Official Side said it had consulted all Departments regarding study leave. There was no evidence of any general problem with the adequacy of the current arrangements and staff can supplement study leave with annual leave and flexileave. The concession of the claim would put pressure on existing resources and delivery of services with concomitant cost implications particularly as most study leave is availed of by staff at the same time in the months of May or June. The Official Side was therefore not prepared to consider any increase in the number of days available.

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

5. This report recording disagreement was adopted on 28 October 1998

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