

Civil Service Conciliation and Arbitration Scheme

General Council Report 1355

(Meeting/s of 29 September 1999)

Applications to the grades represented by the AHCPS and VOA of the 2% Local Bargaining provision under the P2K Agreement.

GENERAL COUNCIL REPORT NO. 1355

Claim to open discussion about the application of Clause 4 (Local Level Negotiations) of the Public Service Pay Annex under Partnership 2000 to grades represented by the Association of Higher Civil and Public Servants.

Meetings of 30 June and 29 September 1999

1. The Staff Side said that they were seeking application of Clause 4 of the Pay Agreement to grades represented by the Association.

2. The Staff Side enquired whether the Official Side would agree to the application of Clause 4 by way of further restructuring, e.g. increasing the maximum of the scales and/or providing an additional Long Service Increment within the overall 2% limit.

3. The Official Side said that the value of the local bargaining adjustment under Partnership 2000 was explicitly limited to 2% and there could be no question of this limit being exceeded in the case of any group within the public service and, given the previous experience under the PCW, they were not prepared to agree to a further restructuring approach. They were, therefore, prepared to offer a straight 2% increase on all points of the scales for the grades concerned. Implementation of the revised scales in any particular Department or Office would be subject to verified progress to a satisfactory level on implementation of the modernisation programme set out in Chapter 10 of Partnership 2000 in that Department or Office, as provided for in General Council Report No.1331.

4. The Staff Side noted the assurances provided by the Official Side that the Partnership 2000 Pay Agreement did not provide for local bargaining increases of more than 2%. They indicated that they were prepared to accept the Official Side's

offer but made it clear that in the event of 2% limit being breached by any other group of public service employees the matter would be re-opened and a corrective or amending claim lodged immediately. They also indicated that, in a situation where the Official Side were only prepared to agree to an application of a straight forward 2% increase to the grades represented by the Association, the implementation of Clause 4 by way of a restructuring approach for other public service grades would result in the matter being reopened and a corrective or amending claim also being lodged.

5. The Staff Side said that, subject to the foregoing, they were prepared to accept the offer. It was agreed that payment of the revised scales may take effect from 1 July 1999 subject to the provisions in the last sentence of paragraph 3 above.

6. This report records agreement accordingly.

7. This report was adopted on 29 September 1999.

GENERAL COUNCIL REPORT NO. 1356

Claim to open discussion about the application of Clause 4 (Local Level Negotiations) of the Public Service Pay Annex under Partnership 2000 to grades represented by the Veterinary Officer's Association (VOA)

Meetings of 30 June and 29 September 1999

1. The Staff Side said that they were seeking application of Clause 4 of the Pay Agreement to grades represented by the Association.

2. The Staff Side enquired whether the Official Side would agree to the application of Clause 4 by way of further restructuring, e.g. increasing the maximum of the scales and/or providing an additional Long Service Increment within the overall 2% limit.

3. The Official Side said that the value of the local bargaining adjustment under Partnership 2000 was explicitly limited to 2% and there could be no question of this limit being exceeded in the case of any group within the public service and, given the previous experience under the PCW, they were not prepared to agree to a further restructuring approach. They were, therefore, prepared to offer a straight 2% increase on all points of the scales for the grades concerned. Implementation of

the revised scales in any particular Department or Office would be subject to verified progress to a satisfactory level on implementation of the modernisation programme set out in Chapter 10 of Partnership 2000 in that Department or Office, as provided for in General Council Report No.1331.

4. The Staff Side noted the assurances provided by the Official Side that the Partnership 2000 Pay Agreement did not provide for local bargaining increases of more than 2%. They indicated that they were prepared to accept the Official Side's offer but made it clear that in the event of 2% limit being breached by any other group of public service employees the matter would be re-opened and a corrective or amending claim lodged immediately. They also indicated that, in a situation where the Official Side were only prepared to agree to an application of a straight forward 2% increase to the grades represented by the Association, the implementation of Clause 4 by way of a restructuring approach for other public service grades would result in the matter being reopened and a corrective or amending claim also being lodged.

5. The Staff Side said that, subject to the foregoing, they were prepared to accept the offer. It was agreed that payment of the revised scales may take effect from 1 July 1999 subject to the provisions in the last sentence of paragraph 3 above.

6. This report records agreement accordingly.

7. This report was adopted on 29 September 1999.

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