

## Civil Service Conciliation and Arbitration Scheme

### General Council Report 1364

(Meeting/s of 29 September 1999, 24 November 1999, 14 December 1999, 21 December 1999)

The introduction of special payment arrangements for all grades who are on-call/on duty over the Millennium period from the 31st December, 1999 - 4th January, 2000.

### **General Council Report No. 1364**

**Meetings of 29 September 1999, 24 November 1999, 14 December 1999 and 21 December 1999**

**Claim for the introduction of special payment arrangements for all grades who are on call/on duty over the Millennium period from 27 December 1999 to 4 January 2000.**

1. The Staff Side said they were seeking compensation for those staff, who due to the nature of their jobs, are obliged to work during the Millennium period when the majority of employees will be off work and able to be with their families and free to engage in social activities associated with this particular holiday. The Staff Side referred to arrangements for premium payments which had been negotiated in the semi-State and private sectors.
2. The Official Side said that their position was in line with that already communicated to the Public Services Committee of ICTU earlier this year. The Government had decided to designate New Year's Eve as a Millennium Public Holiday and the premium payments attaching to public holidays, which would not normally be payable for New Year's Eve, would apply this year and no further improvement was justified.
3. In the course of further exchanges, during which the Official Side reiterated its position, reference was made to a similar claim being pursued at the Labour Court by the health services group of unions.
4. Following the issue by the Labour Court of Recommendation No 16401 on 20 December 1999, discussions on the claim resumed. The Staff Side referred to certain arrangements dealt with in a communication of 8 December 1999 from the

Director of Conciliation in relation to the days other than 31 December and 1 January. Arising from the foregoing the Official Side said that, in the case of civil servants, they were prepared to offer the arrangements in paragraphs 5 and 6 following.

5. Staff required to work between the core hours of 8.00 pm on the 31st of December, 1999 and 8.00 am on the 1st January, 2000.

*Exceptional Millenium Bonus (EMB) of £45 per hour worked during this period should be paid in addition to normal public holiday entitlements.*

*In the case of staff required to work during these core hours the maximum amount payable by way of EMB should be £540.*

Staff required to work between 8.00 am on the 31st December, 1999 and 8.00 am on the 2nd of January, 2000, other than during the core hours referred to above.

*EMB of £30 per hour worked during this period should be paid in addition to normal public holiday entitlements. In the case of staff required to work during these non-core hours, the maximum payable by way of EMB should be £360*

In the case of staff required to work a combination of hours between core and non-core hours they should receive the appropriate EMB in respect of the hours actually worked in each period, subject to an absolute maximum of £540.

### **On-Call**

Staff who are designated as being on-call or on standby and who hold themselves available for work during the period between 8.00 am on the 31st of December, 1999 and 8.00 am on the 2nd January, 2000.

*Staff on-call/or standby but **away** from their place of employment, should receive an EMB of £180 per call-out period of 24 hours exclusive of any call-out payment normally paid, and proportionately less when the period is less than a complete 24 hours.*

*Staff on-call/standby **at** their place of employment should receive an EMB of £270 per call-out period of 24 hours, exclusive of normal call-out payments, and proportionately less where the period is less than 24 hours.*

Where the call-out period is partially at and partially away from the place of employment, the appropriate EMB should apply on a pro-rata basis.

Where staff on-call are required to work during their call-out period they should receive the appropriate EMB in respect of the hours actually worked, together with

the normal public holiday entitlement. In such cases, the EMB in respect of the call-out period should be reduced proportionately.

6. The following arrangements will also apply to staff whose normal week is Monday to Friday:

Staff who traditionally would have expected to be off duty on 29 December as a result of enjoying a privilege day and who this year, attend work at the request of management on that day to meet the additional staffing requirements associated with the Millennium contingency plan will receive an alternative two days off, at times to be agreed locally and on a non replacement basis.

Staff who attend for duty on the 28 December and or 3 January will be dealt with on a local custom and practice basis or in accordance with collective agreements. The option of overtime, at normal overtime rates, will be offered in addition to the normal week's pay.

7. The arrangements in paragraphs 5 and 6 are intended to apply to all hourly paid and salaried staff employed under a contract of employment.

8. The offer is made on the basis of a firm and categorical assurance, which the Staff Side gave, that it will not be cited or relied on in any way whatsoever in support of other claims in the future.

9. The Staff Side said, in accepting the offer, they had been unable to consult with members given the time constraints, and that, as a result they would regard attendance as voluntary by staff who are not normally rostered to be on duty or not normally rostered to be on call. The Official Side pointed to the requirements for attendance having regard to the exigencies of the service and said that the necessity for attendance at any time was a matter for management of Departments.

10. At a meeting on 21 December, the Council agreed to recommend the arrangements set out above for acceptance.

11. This report accordingly records such agreement.

12. The report was adopted at the meeting on 21 December 1999.

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