

Civil Service Conciliation and Arbitration Scheme

General Council Report 1361

(Meeting/s of 23 February 2000)

Amendment of the C&A scheme to allow participation in the scheme by staff in the Courts service.

General Council Report No. 1361

Amendment of the C & A Scheme to allow full participation by the AHCPS, other higher grades represented by IMPACT and the Veterinary Officers Association at all Departmental Councils

Meetings of 26 November 1997, 26 January 2000.

1. The Staff Side said that AHCPS grades, and other higher grades represented by IMPACT and the Veterinary Officers Association, were formerly comprehended by the Higher Scheme, which did not include any provision for a Departmental Council. As a result of an amendment to the scheme in 1994, higher grades were brought within the ambit of the main scheme, but issues relating to these grades still had to be dealt with at General Council. It was provided in that amendment that any staff comprehended by the former higher scheme would not take part on the staff side at Departmental Councils. In 1996, it was agreed to make ad hoc arrangements to include representatives of the higher grades in Departmental Council discussions on SMI. The Staff Side said that issues of concern to the higher grades could arise at Departmental Council and it was their view that there should be full participation by them at such Councils. The inclusion of the members of the former higher grades' C&A scheme at Departmental Council may require the examination of Staff Panel representation in individual Departments/Offices.

2. The Official Side said they had no objection in principle to the proposal. However, they considered that matters relating to the remuneration of the grades concerned should continue to be dealt with at General Council. Subject to the agreement of the Official and Staff Sides, discussions on claims relating to pay, allowances or grading for members of grades covered by this report may continue outside of General Council. Where a claim involving staff in a particular Department(s) is involved the Official Side in such discussions, and for the original claim at General Council, will include a representative(s) from the Department(s) concerned.

3. Both sides accepted that participation at departmental level by officers serving in grades referred to in Part II of Appendix 1 to the scheme should not be such as to result in any conflict with their management role within Departments.

4. The Official Side therefore proposed the following amendments to the scheme:

Paragraph 5 (2) - delete the second sentence in subparagraph (d).

Paragraph 23 (o) - delete and substitute the following:

"Claims and other matters concerning pay, allowances and grading in relation to the grades referred to in Part II of Appendix 1 to this scheme".

Paragraph 42 - insert the following at the beginning:

"Save as provided in paragraph 23(o) above".

Paragraph 43 - delete.

5. Both sides accepted that the foregoing was without prejudice to whatever alternative arrangements may be agreed in the case of the Prisons Service.

6. The Staff Side were agreeable to the proposed changes and agreed to a formal review of the operation of the new arrangements after two years.

7. This report accordingly records agreement.

8. This report was adopted on 26 January 2000.

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