

Civil Service Conciliation and Arbitration Scheme

General Council Report 1394

(Meeting/s of 27 June 2001, 25 July 2001, 26 September 2001, 28 November 2001)

Payment for atypical attendance on euro conversion.

Civil Service Conciliation and Arbitration Scheme

Claim for payments for staff who are required to give atypical attendance or be on-call over the Christmas and New Year period in connection with the euro changeover

1 The Staff Side said that there would be requirements on staff to give atypical attendance over the Christmas/new year period in connection with work on the euro changeover. This would involve considerable disruption for staff over the holiday period for which the normal premium payments would not provide adequate compensation. Reference was made to the special payments agreed for the millennium.

2 The Official Side said that it did not accept that the payments agreed for the millennium were relevant. These were agreed in the light of the unique nature of the occasion and on the basis that they would not be cited in support of other claims. Most Departments did not require any special working arrangements over the Christmas/new year period in connection with the euro. Atypical working arrangements arising from the euro changeover would be necessary in a small number of areas only and very few staff were affected.

3. Following discussion between the Official and Staff Sides, the Official Side said they were prepared to offer the arrangements set out in the Appendix to this report as an exceptional measure. The arrangements would apply only to staff who were required to give atypical attendance in connection with the euro changeover and who would not normally be required to give such attendance during the periods referred to.

4. The Staff Side said they were prepared to accept the arrangements proposed by the Official Side as set out in the Appendix to this report.

5 At a meeting on 28 November 2001, the Council agreed to recommend these arrangements for acceptance.

6 This report accordingly records such agreement.

7. The report was adopted at the meeting on 28 November 2001.

Payments for staff required to give atypical attendance or be on-call over the Christmas and New Year period in connection with the euro changeover

1 The Staff Side recognises management's right to require attendance and availability of staff to meet particular work demands and that work in connection with the euro changeover will require attendance or on-call availability by some staff at times when they would not normally expect to be in attendance or on-call.

2. The following arrangements are confined to staff who attend or are on-call/standby at the request of management during the periods referred to for work which is directly attributable to the euro changeover. The arrangements are intended to apply to all hourly paid and salaried staff employed under a contract of employment.

Attendance in connection with the euro changeover

3. Staff who are required to work between the hours of 8 a.m. on 26 December and 8 a.m. on the 27th December, 2001 in connection with the euro changeover will receive a special payment of £35 per hour worked during this period in addition to any normal premium payments payable. In the case of staff required to work during these hours the maximum payable by way of special payment in respect of the period will be £420.

4. The arrangements referred to in the preceding paragraph will also apply to staff who are required to work between the hours of 8 p.m. on the 31st of December 2001 and

8 a.m. on the 2nd of January 2002 in connection with the euro changeover. In the case of staff required to work during these hours the maximum payable by way of special payment in respect of the period will also be £420.

5. Staff whose normal week is Monday to Friday and who traditionally would have expected to be off duty on 27 December as a result of enjoying a privilege day but who are required to attend work at the request of management on that day in connection with the euro changeover will receive an alternative two days off, at times to be agreed locally and on a non replacement basis.

On-call in connection with the euro changeover

6. Staff who are designated, in writing and in advance, by management as being on-call or on standby in connection with the euro changeover during the periods

referred to in paragraphs 3 and 4, and who hold themselves available for work, will receive a special payment of £210 per on-call period of 24 hours exclusive of any on-call payment normally paid, and proportionately less when the period is less than a complete 24 hours.

Where staff on-call are required to work during their call-out period they will receive the appropriate payment in respect of the hours actually worked, together with any normal payments arising. In such cases, the special payment in respect of the on-call period should be reduced proportionately.

Exceptional nature of the payments

7. The arrangements offered will apply on a purely exceptional basis to staff engaged in work on euro conversion who would not normally expect to attend or be on-call during the periods in question. These arrangements are subject to an assurance from the Staff Side that they will not be cited or relied on in any way in support of other claims in the future.

Rates of payment referred to

8. The rates of payment referred to are in 1 October 2001 terms.

Recording Agreement.

This report was adopted on 28 November 2001