

# Civil Service Conciliation and Arbitration Scheme

## General Council Report 1430

(Meeting/s of 29 January 2003, 30 July 2003)

That people who workshare be paid at their full rate of basic pay when they go on Maternity Leave.

1. The Staff Side presented their claim by stating that the pre-rated amount of salary, appropriate to the pattern of attendance, is paid to people who workshare and this claim is seeking to have full rate of basic pay made in these cases.
2. The Official side stated that worksharers are paid on the basis of attendance and that there is a corresponding reduction in pay in relation to a person working full time. A woman taking maternity leave is treated as if she were at work and therefore the rate of pay on maternity leave is the same as if she were at work (except where she has been appointed for a fixed term of less than 26 weeks). A woman worksharer taking maternity leave is therefore paid at the same rate as if she were at work. The Official Side rejected the claim.
3. This report recording disagreement was adopted on 30 July 2003.

Agreed report, recording disagreement.

This report was adopted on 30 July 2003