

Civil Service Conciliation and Arbitration Scheme

General Council Report 1435

(Meeting/s of 30 January 2002, 10 December 2003)

E.U. Presidency 2004 - Special extra attendance payments for AHCPS grades.

Claim that, in the context of the Irish Presidency of the European Union in 2004, advance arrangements be sanctioned for the payment in appropriate cases of special extra attendance payments in respect of consistent after-hour attendances by non-overtime grades

1 The Staff Side said that in the context of the Irish Presidency of the European Union in 2004, advance arrangements should be sanctioned for the payment in appropriate cases of special extra attendance payments in respect of consistent after-hour attendances by non-overtime grades. The Presidency was of national importance and would involve increased pressure of work for civil service staff requiring considerable extra attendance. It was essential that members of the grades of Assistant Principal and Principal who were not eligible for normal overtime payments be aware in advance of the arrangements to compensate them for exceptional attendance which would arise during the Presidency.

2 The Staff Side said the system which applied in 1996 proved unsatisfactory. Although similar levels of payment eventually emerged across Departments, widely different approaches had been taken by Departments initially and this led to much discontent. On this occasion there should be an agreed position in advance as to what the level of payments will be so that there would be a consistent approach throughout the civil service. It was also appropriate that the delegate's and chairperson's allowances be revised.

3 The Official Side agreed that there should not be wide variations in the payments to be made but said that there could not be a standard rate of payment for everyone, as even in cases of exceptional extra attendance, there will be differences in the demands on individuals. Heads of Departments are in the best position to assess the extent of the demands on their staff and they must retain a level of discretion in the payments to be made. However, it was accepted that it was desirable to issue broad guidelines on a range within which payments which might be made.

4 The Official Side also indicated that they were prepared to agree to an increase in the delegate's and chairperson's allowance.

5 Following discussions, the Official Side proposed that the following approach be taken to special payments for extra attendance by non-overtime grades arising during the Presidency:

- No payment will be made simply because of involvement in work connected with the Presidency.
- Ex-gratia payments will be considered for extra attendance. However, it is well established that Assistant Principals and Principals are expected to give extra attendance when required without additional payment and any payment made will relate to **consistent and exceptional** extra attendance arising directly from the Presidency over the period of the Presidency.
- Payments will not be based on an hourly rate for a specific number of hours extra attendance. Payments will be within a broad range and individual payments will depend on the extent of the extra attendance and the grade of the person concerned. It will be a matter for the head of the Department to assess the appropriate level of payment within the range.
- The payments should dispose of all extra attendance given during the Presidency. A person should not get a special payment for extra attendance plus a normal merit award, except where the head of the Department concerned considers that there are reasons of the most compelling kind which warrant a separate merit payment e.g. that the person concerned has made an outstanding contribution in regard to the Presidency which goes beyond that given by other officers in the Department involved in the Presidency.
- In general it would be expected that the range of ex-gratia payments would be between €2,750 and €5,000 for Principals and between €2,000 and €4,200 for Assistant Principals. However, it is likely that there will be situations where payments below the lower end of the range would be appropriate e.g. where exceptional extra attendance arose but did not extend over the full period of the Presidency.

6 With regard to the delegate's and chairperson's allowance, the Official Side said that they were prepared to apply the following rates with effect from 1 January 2004 (inclusive of the general increase of 3% under Sustaining Progress)

First night in each Second and Travel on Chairperson's

**Continuous period subsequent nights Saturday, allowance
of 7 days or less up to a limit of 3 Sunday, or per day
in each period of public holiday
7 days or less per day**

€190 €56 €70 €70

7 The Staff Side said that the proposals of the Official Side were acceptable to them.

8 This report, which records agreement, was adopted on 10 December 2003

Agreed report, recording agreement.

This report was adopted on 10 December 2003