

Civil Service Conciliation and Arbitration Scheme

General Council Report 1464

(Meeting/s of 30 November 2005, 25 January 2006)

Claim that no officer in a grade represented by this Association will have to twice go through the long service increment process once while on the standard scale of the grade and again if appointed to the higher scale of the grade.

1. The claim was presented at General Council on 30 November 2005. The Staff Side said that the period required before upgraded staff received long service increments was too long and the matter should be rectified as proposed in the claim.
2. The Official Side stated that the Assistant Principal and the Assistant Principal Higher are distinct grades, as are the Principal and the Principal Higher. The Assistant Principal Higher and the Principal Higher are not higher scales for the Assistant Principal and Principal grades as implied in the statement of claim.
3. The distinction between the Assistant Principal and Assistant Principal Higher (and the Principal and Principal Higher) was reinforced in the treatment of the grades for benchmarking. The Assistant Principal and Principal grades were examined directly by the Public Service Benchmarking Body while the Assistant Principal Higher and Principal Higher were identified explicitly as separate grades linked to the standard grades.
4. The claim is tantamount to removing the qualifying period for long service increments for some members of the Assistant Principal Higher and the Principal Higher grades and as such would be a cost increasing claim prohibited under the terms of Sustaining Progress.
5. This report, recording disagreement, was adopted at the meeting on 25 January 2006.

Agreed report, recording disagreement.

This report was adopted on 25 January 2006