

Civil Service Conciliation and Arbitration Scheme

General Council Report 1466

(Meeting/s of 30 November 2005, 22 February 2006)

Claim that a long service leave scheme similar in terms to the scheme that operates in the Australian Civil Service, whereby staff receive a block of extra paid leave after a given length of service, be introduced.

1. Under the Australian Long Service Leave Scheme, after 10 years of continuous employment in 'Government service', the staff are allowed three months paid long service leave. The present scheme of long service leave in Australia is based on the Long Service Leave (Commonwealth Employees) Act 1976 (LSL Act). The LSL Act 1976 repealed and replaced the Commonwealth Employees Furlough Act 1943 (and amended versions).
2. The Staff Side said that the Australian scheme of LSL was, obviously, a tremendous benefit to Australian workers and they wished to draw attention to it here in Ireland.
3. The Official Side said that long service leave (LSL) in Australia had its origins in the 19th century Victoria and South Australia Civil Service Acts. These provided for civil service officers who had completed at least 10 years service to be granted leave of absence with pay for periods of 6 or 12 months. The purpose of the leave was to reward those who had performed long and faithful service in the colonies by providing an opportunity for them to visit the United Kingdom.
4. LSL was gradually extended to public sector employees beyond the civil service and it became a standard employment condition in the public sector in the 1950s. Schemes of LSL have now also been extended beyond the public sector.
5. The Official Side said that the rationale for the LSL in Australia did not apply in the Irish context. They also drew attention to the cost implications of LSL and said that a scheme of LSL could not be confined to the civil service. As a cost increasing claim, it was prohibited by the terms of section 19.6 of Sustaining Progress.
6. This report, recording disagreement, was adopted on 22 February 2006.

Agreed report, recording disagreement.

This report was adopted on 22 February 2006