

Civil Service Conciliation and Arbitration Scheme

General Council Report 1495

(Meeting/s of 27 June 2007, 12 December 2007)

This is a claim seeks to have the number of days compassionate leave increased to 10 days on the death of a parent, spouse or child and the definition of immediate relative extended to include aunt, uncle, nephew, niece, first cousins, sister/brother in-law.

Meeting of 14 November 2007 Equality Sub-Committee of General Council)

Claim: (i) seeking to have the number of days compassionate leave increased to 10 days on the death of a parent, spouse, child (ii) the definition of immediate relative extended to include aunt, uncle, niece, nephew, first cousins, sister-in-law, brother- in law

1. This claim lodged at the General Council meeting of 25 July 2007, was referred for consideration to the Equality Sub-Committee of General Council.
2. The Official Side having considered the claim and other issues raised by the Staff Side undertook to revise the policy and issue the letter as set out below to Personnel Officers.
3. This report, recording agreement, was adopted on 12 December 2007.

Aengus O'Riain Joan Byrne
Official Side Secretary Staff Side Secretary

Date:

To: Personnel Officers

Re: Bereavement Leave

Dear Personnel Officer,

I refer to General Council Report 1219 and Circular 28/91 (copies attached) concerning the arrangements governing the grant of special leave to civil servants on the death of a relative. The Staff unions have asked the Department of Finance to consider the provision of ten days bereavement leave (instead of the current five) where a staff member suffers the loss of a spouse or child and the extension of the definition of immediate relative for the purposes of the circular.

The Department of Finance has considered the matter and has reviewed the practice in other public sector organisations. The current provisions regarding special leave with pay which may be allowed to an officer in the event of the death of an immediate relative are up to a limit of:

- (a) 5 working days in the case of a spouse or child, and
- (b) 3 working days in the case of other immediate relatives.

For the purposes of paragraph 1, Annex 1, Circular 22/1998, "immediate relative" means the spouse, child, father, step-father, mother, step-mother, brother, sister, father-in-law, mother-in-law, grandfather or grandmother of an officer.

The Department of Finance has agreed to amend the definition of "immediate relatives" for the purposes of paragraph 1, Annex 1, Circular 22/1998 to include:

Step-brother, step-sister, half-brother and half-sister, grandchild, sister-in-law, brother-in-law

The Department is also prepared to provide for the grant of one day only of paid bereavement leave in the event of the loss of an uncle, aunt, niece or nephew.

No increase in the period of bereavement leave is being given.

The following arrangements regarding special leave with pay which may be allowed to an officer in the event of the death of a relative apply with effect from the date of this letter.

- (a) 5 working days in the case of a spouse or child,
- (b) 3 working days in the case of other immediate relatives i.e. father, step-father, father-in-law, mother, step-mother, mother-in-law, brother, step-brother, half-brother, brother-in-law, sister, step-sister, half-sister, sister-in-law, grandfather, grandmother, grandchild, ('spouse' includes a cohabiting partner and 'child' includes adopted children and children being cared for on basis of 'in loco parentis').
- (c) 1 working day in the case of aunt, uncle, niece and nephew.

Yours sincerely

Marie McLaughlin
Principal
Personnel and Remuneration Division

Agreed Report recording agreement

This report was adopted on 12 December 2007