

# Civil Service Conciliation and Arbitration Scheme

## General Council Report 1498

(Meeting/s of 27 June 2007, 26 September 2007, 27 February 2008)

Seeking to have the current flexi carryover of 11½ hours (1½ days) per flexi period extended to 14 hours (2 days) per flexi period in the Civil Service.

1. The Staff Side put forward this claim at General Council seeking that staff currently on flexitime now be allowed to work up 14 hours (2days) per flexi period to be taken in the following flexi period.

### 2. Background

The current flexitime regime allows Departments/Offices discretion to determine flexi time bands from 8.00am to 7.00pm following discussion at Departmental Councils. The maximum of credit carry over is 11.5 hours and an increase to 14 hours is not justified (Council report number 1379 of 28 March 2001 - Appendix).

3. The claim was referred to the Equality Subcommittee and was included as part of the general review of Work Life Balance arrangements that is currently being undertaken.

4. The Official Side indicated that there is already scope within the current scheme for staff to work up to an additional 19.5 days flexi leave a year. A possible extra 6.5 flexi leave days in addition to annual leave, special leave and worksharing arrangements could lead to staff shortages in offices. Other concerns include:

- the working up of additional flexi leave would most likely lead to staff shortages on Mondays and Fridays, the most popular days to take time off. Many Departments/Offices are already experiencing difficulty in providing cover for these days,
- staff supervision

5. Accordingly, the Official Side rejected the claim and a report recording disagreement was adopted on 27 February 2008.

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Aengus O Riain

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Joan Byrne

Official Side Secretary

Staff Side Secretary

Agreed report, recording disagreement.

This report was adopted on 27 February 2008