

Civil Service Conciliation and Arbitration Scheme

General Council Report 1499

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

That the starting Flexitime bandwidth be widened from 8.00a.m. to 7.30a.m. with immediate effect.

1. The Staff Side put forward this claim at General Council to reflect the changing nature of commuting patterns thereby facilitating staff in commuting to the workplace.

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. (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 the delivery of service is crucial. Earlier starting leads to earlier finishing. Many Departments are already experiencing difficulty in providing cover with existing bandwidths. This Department has always indicated that starting time should be dictated locally.

Other concerns include:

- supervision of staff, and
- additional costs such as extra attendance for Services Officers, heating, lighting would occur as offices would have to open at earlier times.

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

Aengus O Riain

Joan Byrne

Official Side Secretary

Staff Side Secretary

Agreed report, recording disagreement.

This report was adopted on 27/02/2008