

Civil Service Conciliation and Arbitration Scheme

General Council Report 1507

(Meeting/s of 2 April 2008, 28 May 2008, 25 June 2008)

Seeking incremental credit in respect of service in a higher grade and subsequent promotion where the higher grade service is not continuous

1. The Staff Side put forward this claim which originally related to Land Commission Inspectors who were promoted to grades in the Farm Assessment Office and subsequently returned to their former grade after the Farm Assessment Office was abolished. On subsequent promotion Incremental Credit was not awarded to the grades concerned for previous service at that level.
2. The Staff Side considers that this claim would also encompass Civil Servants generally who undertake higher duties for a temporary period and are subsequently promoted.
3. The Official Side stated that this claim was rejected in the case of the Farm Assessment Office. As a result of a High Court action the staff received compensation for salary loss for the period January 1988 to August 1990, the date that the Office was expected to close. This should have closed the matter.
4. The Official Side pointed out that an agreement allowing full incremental progression for acting appointments was reached as recently as October 2007. This allowed a person promoted while serving in an acting capacity to retain the higher rate of pay. IMPACT is effectively seeking that this concession will apply even when the person is no longer serving in the higher grade.
5. The Official Side did not consider that such a claim was justified. The agreement in General Council report 1488 was conceded by the Official Side on the basis of equity with fixed term workers who had entitlements under Fixed Term legislation. This does not apply in this case.
6. The Official Side refused to concede the claim.

7. This report recording disagreement was adopted on 25 June 2008.

Aengus O Riain
Official Side Secretary

Joan Byrne
Staff Side Secretary

Agreed report

This report was adopted on 25 June 2008