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Civil Service Conciliation and Arbitration Scheme

General Council Report 1519

(Meeting/s of 24 September 2008)

That the annual leave allowance of the Executive Officer grade be increased by 3 days.

**Civil Service Conciliation and Arbitration Scheme**

General Council Report 1519

**PSEU Claim: That the annual leave allowance of the Executive Officer grade be increased by 3 days.**

(Meetings held on 30 July 2008, 24 September 2008 and 28 January 2009)

**Basis of Staff Side claim:**

1. Annual leave is determined in the civil service by reference to grade level and service taking account of the effect of the statutory minimum annual leave level. Aside from the difference between the annual leave allowance of EO and HEO, differences between the annual leave allowances of general service grades vary between no differences to a maximum of 3 days. By contrast there is a difference of 6 days between the annual leave allowance of the EO and the HEO. There seems to be no logical basis for the difference and the claim seeks that this difference be reduced by increasing the annual leave of the EO grade.

2. The difference between the annual leave allowance of the EO and HEO grades is 6 days. This is more than the differences in the leave of other adjacent grades in the general service hierarchy.

**Official Side View.**

3. However, in the more detailed salary banding structure that underlies the determination of annual leave; the EO & HEO grades are not adjacent. EO falls into band 2 and HEO into band 4.

4. The Official Side considered the claim but was unable to agree to the proposal for the following reasons:

- It does not accept that there is an anomaly between the annual leave of EO and HEO grades; in the underlying banding structure EO falls into band 2 and HEO into band 4.
- Because of that there has been, historically, a bigger differential in annual leave between the two grades than between other adjacent general service grades.
- Any concession of the claim could lead to demands from other groups of civil and public servants for additional annual leave to re-establish relativities.
- This issue was arbitrated on relatively recently; the differential was then increased from 5 to 6 days.
- Annual leave for civil servants compares favourably with leave allowances in the private sector and that provided in the Organisation of Working Time Act 1997.

5. This report records disagreement on the claim and was adopted at the meeting held on 28 January 2009.

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Joan Byrne  
Staff Side Secretary

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Aengus O Riain  
Official Side Secretary

Report recording disagreement