

Date Cleared For Publication

Civil Service Conciliation and Arbitration Scheme

General Council Report 1522

(Meeting/s of 30 September 2009)

That the flexitime carry-over be increased from 11.5 to 12.5 hrs with immediate effect.

This claim seeks to have current flexi carryover of 11.5 hours (1.5 days) per flexi period extended to 12.5 hours 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 12.5 hours 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 12.5 hours is not justified (Council report number 1379 of 28 March 2001 - Appendix).

3. The Official Side noted that the issue of increase in increasing the number of hours per flexi period had been visited on several occasions (most recently in February 2008 General Council Report 1498). The position has not changed in relation to the possibility of staff shortages in offices where staff are required to deal with members of the public for conditioned hours every day. Concerns relating to staff supervision still remain as a problem.

4. Accordingly, the Official side rejected the claim and a report recording

disagreement was adopted on 26th January 2011.

Agreed report, recording disagreement.

Sighle de Barra
Official Side Secretary

Gerry Malone
Staff Side Secretary

Appendix

Extension of FWH bands.

Civil Service Conciliation and Arbitration Scheme

General Council Report 1379

Claim: to review of Flexible Working Hours Agreement to provide for an 8 a.m. start and a 7.30 p.m. finish and also an arrangement whereby staff can work up to 14 extra hours to enable them to avail of 2 day flexi leave

(Meeting/s of 6 February 2001, 6 March, 2001, 28 March, 2001)

1. It is agreed that the question of commencing the morning flexible band at 8.00 a.m. and ending the evening flexible band at 7.00 p.m. may be introduced in Departments or Offices following discussions at Departmental Councils.
2. Such discussions at Departmental Councils will address any management concerns about the delivery of customer services and supervision of staff in the context of the extended hours.
3. In this connection, it is agreed that the extension of the flexible bands will not, of itself, justify an increase in the credit carry over of 11.5 hours provided for in General Council Report No.1302 and the current claim for increased carry over will not be

pursued.

4. This report records such agreement.

Agreed report, recording disagreement