

Civil Service Conciliation and Arbitration Scheme

General Council report 1525

(Meetings 26 June, 25 September and 30 October 2013)

Claim that Civil Servants with 30 years' service be given the opportunity to work half-time while receiving full credit for pension purposes up to retirement age

1. The claim was lodged by the Staff Side (PSEU) at the General Council meeting of 26 June 2013, having been raised at the PSEU conference.
2. The Staff Side's position was that there could be significant interest in the proposal and significant short-term savings.
3. The Official Side's response was that as a cost-increasing measure, involving added years, it went against long-standing pension policy. There could be claims from work-sharers to avail of any measure. There could also be difficulties in relation to (i) ill health retirements if on such a scheme, (ii) staff seeking to increase hours for financial reasons, (iii) staff not retiring on reaching age 60, (iv) staff recruited between 2004 and 2012 (without a retirement age) continuing on the scheme for years.
4. On these grounds, the Official Side could not concede the claim at present. It was possible in very limited circumstances there might be a case for considering a scheme incorporating elements of such a proposal for particular organisations to a very limited extent. Before consideration in such a situation, the Staff Side would need to address the Official Side concerns.
5. The Staff Side asked that a report recording the discussion be prepared.
6. The report recording the discussion was adopted on 30 October 2013.



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Simon McGrath,  
Official Side Secretary



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Gerard Malone,  
Staff Side Secretary