

IMPACT

Civil Service
Division

Report 2005-2007

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Adrian Daly is a service officer in the Department of An Taoiseach. He became an IMPACT member when the Federated Union of Government Employees merged in 2006.

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Divisional organisation

Divisional executive committee

The following were elected to IMPACT's Civil Service Divisional Executive Committee at the 2005 civil service conference: John Power (Cathaoirleach), Una Geaney (Leas Cathaoirleach), Ernan Tobin (third divisional representative on IMPACT's central executive committee), Bobby Carty, Benny Conaty, Billy Gallagher, John McGrath, David McManus, Frank O'Brien, Geraldine O'Brien, Kevin O'Connor and John O'Flanagan.

John Power was elected as IMPACT's honorary treasurer in 2006 and Una Geaney replaced him as divisional Cathaoirleach. The vice chair position was filled by Geraldine O'Brien and the subsequent vacant seat was filled by Ken Hamilton. Pol Ó Gaibhin was elected by the divisional council to fill the vacancy caused by the resignation of John McGrath in 2006. Eugene Dunne of the new FGE Branch was co-opted onto the executive following the merger with FUGE in 2006.

Federated Union of Government Employees

The Federated Union of Government Employees (FUGE) merged with IMPACT in June 2006 after an overwhelming 90% backing for the move by its members. FUGE represents 1,200 workers employed in Government departments, including service officers, court staff, service attendants, cleaning staff, laboratory attendants and store keepers. The terms of the merger were negotiated by FUGE's executive and IMPACT's Civil Service division. FUGE became one of IMPACT's biggest civil service branches and was renamed the Federated Government Employees' branch. The former union's assets were divided evenly between IMPACT and the new FGE branch, which is now being funded in the same way as all other IMPACT branches. The FGE branch continues to be serviced by Mick Coffey and Jim Fay, with Carol Nevin providing administrative support.

Branch organisation

The Sea Fisheries Agency was established on 1st January 2007 and IMPACT members assigned to the new agency were transferred to the union's Services and Enterprises division.

A number of small branches have joined the Civil Service No.1 branch, which has also taken staff from SGS, the company contracted to undertake outsourced driving tests, into membership. The union has recruited other new members in areas where traditional civil service work has been outsourced, including staff of Operon who were assigned to the FGE branch.

The integration of taxes staff into general civil service grades is moving to its final stage and will see the members of IMPACT's Tax Officials' branch move into the PSEU and CPSU from July 2007.

IMPACT staff

Louise O'Donnell replaced Peter Nolan as national secretary when he moved from the civil service to IMPACT's Local Government, Education and Local Services division in 2005. The assistant general secretaries currently providing services to civil service branches are Pat Bolger, Tom Hoare, Angela Kirk and Ray Ryan.

Civil service staff panel

The union continues to be represented on the civil service staff panel, general council and relevant departmental staff panels and departmental councils. IMPACT's Ernan Tobin was elected Chairperson of the staff panel for 2005. FUGE's seats on the staff panel have transferred to IMPACT and the FGE industrial secretaries continue to attend these meetings.

Inter-union relations

IMPACT maintains excellent relations with other civil service unions. IMPACT and the CPSU asked consultant John O'Dowd to facilitate discussions and prepare a report on a possible merger. In 2007, he reported that there was insufficient agreement on key issues to conclude merger talks in the one-two year timescale set for the talks. The two unions then parked the merger talks, but continue to co-operate on issues like benchmarking.

Pay

IMPACT MEMBERS backed the new national agreement, Towards 2016, by a margin of 79% to 21% in a national ballot in 2006. The union's central executive committee had recommended acceptance of the deal, which was subsequently endorsed at an Irish Congress of Trade Unions (ICTU) special conference.

Towards 2016 will deliver pay increases of 10% over 27 months, with an extra 0.5% for those earning €10.25 an hour or less. Like previous deals, Towards 2016 pay increases require staff and unions to cooperate with detailed public service modernisation and change programmes. The agreement also includes a comprehensive package of workplace protections designed to stop rogue employers driving down employment standards for all.

Civil servants got a 3% increase on 1st December 2006 and are due a further 2% on 1st June 2007, 2.5% on 1st March 2008, and 2.5% on 1st September 2008.

Early in 2007, ICTU warned that it could seek a renegotiation of pay increases later in the year unless the Government acted to curb inflation. High price increases in December 2006 pushed average inflation for the year to 4% and there was speculation among commentators that it could average around 4% in 2007. With pay increases of just 2% due in 2007, a 4% inflation rate would hit workers with a net loss of 0.5% in the period 2006-2007. However, as the box shows, negotiated pay increases have easily outstripped inflation in the last three years, and most civil servants got benchmarking payments too.

Towards 2016 Pay Increases

1st December 2006	3%
1st June 2007	2%
	(2.5% for low paid)
1st March 2008	2.5%
1st September 2008	2.5%

ICTU economists believe inflation is likely to level out during 2007 and project that Sustaining Progress increases will outstrip inflation over the lifetime of the deal. They have been both the most accurate and most pessimistic price forecasters recently.

Unions accept that many inflationary pressures are not controlled by the Government. Last year's biggest inflationary factor – mortgage interest rates – are set by the independent European Central Bank, while energy prices are largely determined by the dollar price of oil. Yet ICTU has criticised huge domestic energy price hikes when oil prices were falling and has called on the regulator to change the way increases are handled. ICTU's concerns were raised at the first meeting of the Towards 2016 plenary early in 2007.

Cost of living 2004-2006

	Inflation	Pay rises
2004	2.2%	7%
2005	2.5%	3%
2006	4.0%	5.5%
Total	8.7%	15.5%

Source: Inflation = Central Statistics Office Consumer Price Index
Pay = Public sector increases under national agreements, excluding benchmarking.

Benchmarking

IMPACT made written submissions to the Public Service Benchmarking Body in July 2006 and made oral presentations early in 2007. ICTU's Public Services Committee has also made written and oral submissions. The body is due to make its second report at the end of 2007. The Civil Service Performance Group was re-established to verify adherence to the modernisation commitments set out in Towards 2016. The CSPVG is chaired by Donal De Buitelir and IMPACT national secretary Louise O'Donnell represents the union on the group.



Cormac O'Flynn (left) and John Redmond are forestry inspectors in the forest service. The picture shows them doing field work for the national forest inventory.

Modernisation

Civil servants have to co-operate with specific modernisation and change measures to qualify for Towards 2016 pay rises. Changes to recruitment and promotion procedures and new rules on outsourcing in exceptional situations are the most significant changes.

As before, staff and their unions will also have to abide by industrial relations procedures and maintain 'industrial peace', which means no strikes or industrial action over issues covered by the agreement. The Towards 2016 modernisation provisions, which include general and civil service-specific requirements, says the public service must modernise at a faster rate "to meet the expectations and requirements of our increasingly sophisticated, complex and diverse society." Staff will have to maintain co-operation with ongoing modernisation and change, including new structures and working methods if they're necessary to improve services.

However, the deal includes safeguards to ensure that management can't introduce massive changes without agreement. For instance, it won't diminish protections for civil servants earmarked for decentralisation. Unions can also appeal to the civil service arbitration board if management attempts to breach the agreement or introduce more change than the agreement demands. The Board's decision is binding in such situations.



IMPACT's civil service division elected women to its two top positions for the first time in 2006. Una Geaney of the Agriculture No.1 branch became Cathaoirleach and Geraldine O'Brien of the Tax Officials branch became Leas Cathaoirleach.

Recruitment and promotions

A sub-committee of General Council has been established to discuss significant changes to civil service recruitment and promotions procedures required under Towards 2016. The deal commits the parties to limited open competitions for principal officer (PO), assistant principal officer (APO) and higher executive officer (HEO) posts, including equivalent professional and technical grades. From the start of 2007, management will be able to recruit two-in-nine PO posts, one-in-five APO posts, and one-in-six HEO posts by open competition each year, although existing civil servants are eligible to enter open competitions.

The same proportions will apply to professional and technical posts linked to these grades, although there are to be discussions to ensure this doesn't have a disproportionate effect in small departments and offices where vacancies occur infrequently. A letter to the civil service unions confirms that existing specialised recruitment to general service grades will be included in the open recruitment quotas and "will not displace recruitment to grades represented by IMPACT."

Changes to civil service promotion systems agreed as part of the deal will give IMPACT members access to posts now closed to them. A joint working group is to examine the scope for cross-stream promotions. This will identify grades where qualification requirements do not preclude cross-stream competitions and it is expected to mean some movement between professional, technical and general streams. New arrangements are meant to be introduced by the end of 2007.

A minimum of 75 per cent of internal promotions will be by merit-based competition and the civil service modernisation proposals also include a commitment to discuss draft arrangements for mobility between the civil and public service.

Outsourcing

Towards 2016 gives management discretion to outsource “in exceptional situations involving temporary pressures or peaks, in order to avoid excessive delays in the delivery of services.” This removes the Sustaining Progress ban on outsourcing of “core work” but restricts management, which can only outsource to prevent service users suffering in extraordinary situations.

Under the deal, unions have to be informed in advance if outsourcing proposals could have a significant affect on staff, and consultation is required before any changes are implemented. Industrial relations procedures are available if no agreement is reached in such situations, and the civil service arbitration board can ultimately make binding recommendations on whether proposals are in line with the agreement.

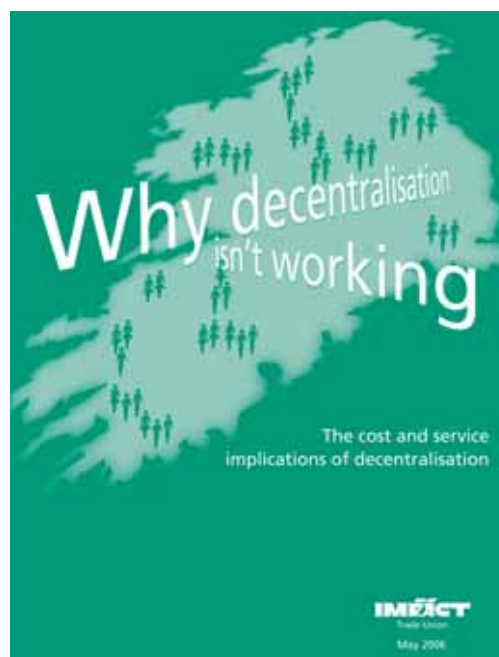
Workers' rights

Towards 2016 also includes a comprehensive package of workplace protections, including fines of up to €250,000 – and possibly prison – for employers who try to dodge employment laws by failing to keep records. The deal will see a trebling of the number of labour inspectors, new measures to stop firms sacking staff to replace them with cheaper labour, and the establishment of a powerful new statutory body to enforce labour protections. There are also new measures to stop bogus self employment, protection for ‘whistleblowers’, increased compensation for exploited workers, and stronger regulation of employment agencies.

Decentralisation

Significant progress has been made in relation to general service grades, including arrangements for inter-departmental and internal promotions for posts moving to decentralised locations and a Dublin arrangement for staff who do not wish to decentralise. An agreement on a decentralisation training allowance for staff required to train in Dublin before going to their new location was also reached.

Since July 2005 the Department of Finance issued draft documents, which attempted to replicate the general service agreements for professional and technical staff. But the diverse range and grades involved made it impossible to sign off any policies, even in terms of a Dublin arrangement.



IMPACT met Minister Tom Parlon in September 2005 and presented a paper highlighting the recommendations of the reports of the Decentralisation Implementation Group in relation to professional and technical grades. The union stressed that no progress had been made on any of these recommendations. The Minister gave a commitment that there would be active engagement with IMPACT in relation to finding acceptable solutions. Agreement was reached between IMPACT, PSEU, CPSU and Department of Finance on the decentralisation of tax officials and higher tax officials.

In May 2006 IMPACT received wide and positive media coverage when it launched a policy document *Why decentralisation isn't working: The cost and service implications of decentralisation*, which described the impact of the Government's policy on staff, taxpayers and service users, and proposed measures to make decentralisation a practical reality. The document was presented to the Department of Finance and circulated to all TDs.

A leaflet was distributed to all delegates at IMPACT's biennial delegate conference in May 2006, asking them to raise the issue with politicians during the 2007 general election. A further meeting was held with the Minister in May 2006, when he confirmed that OPW staff unwilling to decentralise to Trim would not be decentralised until alternative work was found for them.

In September 2006, the lack of a Department of Finance response on a number of core issues led the divisional executive committee to ballot members in agreed areas on a phased withdrawal of co-operation with the decentralisation programme.

The ballots, of staff in the Department of the Environment, the Prison Service, Ireland Aid, the Valuation Office, Geological Survey Ireland, Agricultural Laboratories and Place Names, were endorsed by large majorities.

The Department of Finance subsequently wrote to IMPACT in October 2006 to say that the posts of IMPACT staff earmarked for decentralisation would not transfer until an alternative Dublin post was available. We also received responses on other issues that we had raised, including the position of staff outside Dublin whose posts were earmarked for decentralisation. Finance indicated that the principles that applied to Dublin staff would also apply to them.

We met the Department of Finance in December 2006 and prioritised the concerns of staff whose posts are due to move in 2007. Our position was that they should be offered a civil service post within their professional skills set. Negotiations are ongoing.

IMPACT's FGE branch are holding separate negotiations with the Department of Finance, in which they have identified the following issues: placement of staff from decentralising departments; protection of earnings; recruitment of staff for departments and areas that decentralise; outsourcing; promotion arrangements; retention of FGE grades; civil service status; and staff numbers. Finance says they intend to place surplus staff in other government departments and say they will circulate a document demonstrating how this can be achieved. A breakdown of the numbers and grades involved is also to be provided.

Performance management

Since 1st January 2007, civil service pay increments and eligibility for promotion have been linked to individual annual performance evaluations. Performance assessments will also be taken into account when probation reviews assess the suitability of new staff. The new performance development and management system (PMDS) was agreed with unions in 2005 and piloted in 2006. Full details were circulated to members in a special IMPACT bulletin in January 2006, which is also available on the union's website. The PMDS sub-committee was reconvened, at the request of the unions, to discuss issues that have arisen in relation to the second supervisor. But no meeting has taken place yet.

Fixed-term workers

IMPACT took a number of cases on behalf of members under the fixed-term workers legislation in 2004. We won the cases at the Rights Commissioners but the employers appealed the decision to the Labour Court, which has referred a number of the issues to the European Court of Justice. It could be 2008 before there is an outcome.

The Labour Court found in IMPACT's favour in the one case that had no European element. The official side appealed this finding to the High Court, whose ruling is now awaited. The union is still seeking information, on the numbers and grades of contract workers, from the Department of Finance.

Partnership review

The employer's side has stuck to its view that further work by the sub-group reviewing partnership structures should await the publication of a report by the National Centre for Partnership and Performance (NCP). Civil service unions had urged them to start the review on the basis of the completed O'Dwyer Report. Towards 2016 commits all parties to developing the partnership process with support from the NCP.

Pensions

Following discussions in 2005 and 2006, claims in relation to a revision of purchase rates, purchase to age 60, and purchase by lump-sum option were agreed and adopted in January 2006.

Disciplinary and grievance procedures

The civil service disciplinary code was revised in accordance with the Civil Service Regulation (Amendment) Act 2005. The unions are seeking amendments to the grievance procedures to broaden its scope to include non-payment of increments under PMDS, and to allow access to an independent third party process. Two meetings took place during which management expressed reservations. They are now consulting with personnel officers and say they will explore the legal implications of giving civil servants access to rights commissioners and the Labour Court on grievance issues.

Annual leave

IMPACT is in discussions about anomalies that have arisen over the application of circular 27/03 to professional and technical grades. IMPACT and the AHCPS lodged a claim for additional leave for grades with 31 days because they were not covered by the last annual leave increase. The official side rejected the claim and the unions are considering whether to seek arbitration on the claim. Claims for annual leave increases for clerical officers, executive officers and higher executive officers were submitted and rejected on the basis that there had been recent adjustments.

Incremental credit

The union is in discussions over incremental credit for previous public service experience for IMPACT grades. Agreement has been reached for general service grades but there are delays for specialists, partly because of the large number of grades seeking agreement. Finance has indicated that only grades linked to clerical officer and executive officer are eligible and that some IMPACT grades have the option of starting above the minimum point. The union wants Finance either to issue a generic circular, which could then be customised by departments, or to issue a circular for the grades where agreement exists.

Equal opportunities

Maternity and adoptive leave was improved following representations from the Irish Congress of Trade Unions. Civil service unions are considering a work-life balance review, which collected information on the operation of the current arrangements and considered views and issues around widening access to the schemes. The review showed that there are over 40 variations in work share patterns in operation, but management has acknowledged that some departments and offices have not made work sharing facilities available.

A circular on term-time working was issued in October 2006. It retained the eight-week option and discussions on shorter options are taking place. There are now six crèches in operation under the civil service childcare initiative and planning permission has been granted for another. Unions expressed concerns about the increase in childcare costs.

A draft report of civil service equality initiatives, which was presented by management in 2006, has been discussed at the equal opportunities sub-committee. There were eight meetings of the disability sub-group in 2006. The committee is reviewing parts of a draft code of practice, which was produced in 2006. The sub-group met the disabilities liaison officers' network.

Health and safety

The issue of mobile masts on government buildings was raised at all the civil service union conferences in 2006. Following several staff side meetings, a draft report was produced and is being circulated to the individual unions for their comments. The unions have sought to have departmental health and safety statements clearly state that mobile masts are safe and pose no health and safety threat. Discussions continue on the union's claim for a voluntary health surveillance and monitoring plan for all technical and professional staff in state laboratories.

Land Registry

The Property Registration Authority replaced the Registrar of Deeds and Titles in November 2006. The Authority is a statutory body and elections for a staff side nominee to the Authority are currently taking place. The digital mapping project continues to progress and IMPACT members are co-operating with its introduction, mindful of the memorandum of understanding agreed at the Labour Relations Commission in 2004.

The staff side has agreed to an initial discussion on the proposed integration of grades in the Property Registration Authority, under the partnership process. This is on the strict understanding that any industrial relations elements will be agreed through established mechanisms and that full-time officials will attend the partnership meetings.

Following a facilitation hearing on the 1% for the chief superintendent/RMD grade, IMPACT agreed to engage with management on a proposal to bring finality to this protracted issue.

Oireachtas

A number of issues about the new structure, including mobility within teams, have emerged although the structure is generally working well. The monitoring group set up to deal with the implementation of the agreement is in discussions with management on these issues. A new staffing structure for library and research grades was agreed in 2006 and there are ongoing discussions on issues for translators, editors and reporters.

Revenue commissioners

As a consequence of the integration agreement between the trade unions and the Revenue Commissioners, 1,200 members of IMPACT's Tax Officials' branch will enter the general service in July 2007. They will be joining the CPSU or PSEU, depending on their grade.

Legal professional and legal technical grades in the Revenue solicitors saw full implementation of an agreement on re-certification to new and higher grades following long delays.

Garda civilians

The management of Garda civilians has transferred from the Minister of Justice to the Gardá Commissioner on foot of the Gardá Siochána Act 2005. A civilian HR department is emerging with a positive effect for IMPACT members in the Gardá technical bureau, the Gardá training college, and civilian drivers. Agreement on the principle of examining promotional outlets for these grades had been reached. With the ongoing civilianisation programme, academic numbers in Templemore have quadrupled and a new grade of civilian telecommunication technical is being recruited. The staff side has endorsed IMPACT as the representative union.

Department of Transport

Driver testers have delivered tens of thousands of extra tests in an attempt to cut waiting times. The union also put forward proposals for employing extra temporary testers to eliminate waiting lists, but the Department refused because of the Government's recruitment embargo. This led to a major dispute over proposals to outsource driving tests in 2006. IMPACT won a binding arbitration finding, which held that the proposals represented outsourcing of core work, which was not comprehended by the Sustaining Progress agreement. Discussions on the backlog continued in the Labour Relations Commission and agreement was eventually reached on an outsourcing proposal that included supervision of the outsourced work and commitments for further training for existing staff. It also delivered a new bonus scheme for testers, the transfer of other civil servants to testing work, and additional contract staff.

The proposal to move driver testers to the new Road Safety Authority in January 2007 also went to the Labour Relations Commission, where management sought changes to working practices in return for personal-to-holder civil service status for existing staff. Other related issues were referred to ad-hoc arbitration and a hearing is awaited.

Communications, Marine and Natural Resources

A comprehensive restructuring package and atypical attendance system for sea fishery grades was agreed in December 2006. Many years of negotiations in this area resulted in upgradings, a new supervisory grade, more staff, new shift arrangements and on-call allowances and overtime for some grades. The Sea Fishery Control Division transferred to the Sea Fisheries Protection Authority in January 2007 with agreement on the terms and conditions of staff who transferred to the new agency.



Department of Agriculture and Food

A comprehensive review of the Department is due for completion shortly. IMPACT has engaged with the consultants conducting the review on behalf of its three branches in the Department. An earlier review identified surplus administrative staff because of changes in European Union schemes. The issue of technical and professional staffing levels is also a factor in the review.

All staff have moved from the Abbotstown campus to Backweston since the last IMPACT conference and IMPACT won an ad hoc arbitration case, which resulted in the first successful disturbance claim for civil service staff in many years. It delivered a lump sum payment and additional annual leave for three years.

The Probation Service

A new strategy statement was launched and the service was rebranded in 2006. This included the creation of the young person probation, development of the restorative justice initiative, and the creation of an enhanced senior management structure, all of which was achieved through a joint IMPACT-management working group. The union also dealt with senior workloads, the audit, the new building in Smithfield, the *Workplace of the Future* report and new modular NQSW course.

Problems about staff mobility are to be discussed under the Towards 2016 agreement. A joint union-management group to examine the structures and resources below senior management is also being put in place, with a view to improving numbers and enhancing the structures at probation officer and senior probation officer levels.

Ken Hamilton is a sea fisheries officer. He and his colleagues monitor fish production practices, undertake coastal inspections and supervise over 350 fish processing and storage premises.

Forensic science

In January 2007, the Minister for Justice, Equality and Law Reform announced a review of resource needs in the forensic science laboratory. The review will look at staffing numbers, IT and other equipment needs, as well as the laboratory's governance arrangements. It was set up in anticipation of the establishment of a national DNA database. IMP-ACT's Probation and Welfare branch has made detailed oral and written submissions to the body and is liaising with the steering group overseeing the review. Other issues included starting salaries, the filling of analyst vacancies blocked by decentralisation, double increments for analysts, 1% for management grades, and the use of contract staff.

FGE branch

The FGE branch is working on a range of issues including outsourcing of work appropriate to FGE grades, the retention of allowances by FGE grades transferring to other departments, the protection of overtime arrangements particularly for service offices, the filling of posts appropriate to FGE grades especially in light of decentralisation, and increasing promotional pathways. The branch is also concerned at the long incremental pay scales and low starting pay, particularly as most members start employment at a mature age.



IMPACT Civil Service Division Executive Committee.

Left to right: Bobby Carty, Billy Gallagher, Teresa Griffin (senior personal assistant), Eugene Dunne, Ken Hamilton, Pol Ó Gaibhin, Benny Conaty, Una Geaney (Cathaoirleach), Frank O'Brien, Geraldine O'Brien (Leas Cathaoirleach), John O'Flanagan, Louise O'Donnell (National Secretary), David McManus, Kevin O'Connor.

Appendix one – Salary scales

General Service Grades

Figures current 1st December 2006 unless otherwise indicated (phase one of Towards 2016 - 3%)

Secretary General

197,233

Deputy Secretary

157,786

Assistant Secretary

116,462 - 122,095 - 127,732 - 133,367

Principal (higher)

86,530 - 90,100 - 99,680 - 97,250 - 100,299 - 103,512¹ - 106,722²

Principal

80,408 - 83,815 - 87,202 - 90,617 - 93,493 - 96,477¹ - 99,457²

Assistant Principal (higher)

67,823 - 70,405 - 72,997 - 75,575 - 78,161 - 79,668 - 82,243¹ - 84,808²

Assistant Principal

61,755 - 64,066 - 66,376 - 68,688 - 71,000 - 72,337 - 74,667¹ - 77,003²

AO Standard Scale

31,141 - 33,967 - 37,583 - 40,336 - 43,089 - 45,853 - 48,605 - 51,352 - 53,247¹ - 55,147²

AO Higher Scale

40,336 - 43,089 - 45,853 - 48,605 - 51,352 - 53,247 - 55,123 - 56,999

HEO Standard Scale

43,445 - 44,766 - 46,078 - 47,393 - 48,711 - 50,033 - 51,352 - 53,247¹ - 55,147²

HEO Higher Scale

46,078 - 47,393 - 48,711 - 50,033 - 51,352 - 53,247 - 54,492 - 55,744 - 56,999

EO Standard Scale

28,523 - 30,611 - 32,211 - 33,764 - 35,308 - 36,819 - 38,345 - 39,830 - 41,360 - 42,379 - 43,821¹ - 45,262²

EO Higher Scale

28,523 - 30,611 - 32,211 - 33,764 - 35,308 - 36,819 - 38,345 - 39,830 - 41,360 - 42,379 - 43,821 - 44,893 - 45,968 - 47,039

Civil Service General (full PRSI)

Revised pay with effect from 1st December 2006 for established officers appointed on or after 6th April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits for general service grades.

Secretary General

207,613

Deputy Secretary

166,093

Assistant Secretary

122,594 - 128,522 - 134,455 - 140,384

Principal (higher)

91,091 - 94,842 - 98,611 - 102,372 - 105,577 - 108,955¹ - 112,334²

Principal

84,639 - 88,229 - 91,794 - 95,385 - 98,413 - 101,554¹ - 104,691²

Assistant Principal (higher)

71,395 - 74,112 - 76,834 - 79,554 - 82,275 - 83,864 - 86,564¹ - 89,271²

Assistant Principal

65,002 - 67,436 - 69,866 - 72,303 - 74,736 - 76,138 - 78,595¹ - 81,058²

AO Standard Scale

32,783 - 35,756 - 39,563 - 42,459 - 45,357 - 48,264 - 51,163 - 54,051 - 56,054¹ - 58,052²

AO Higher Scale

42,459 - 45,357 - 48,264 - 51,163 - 54,051 - 56,054 - 58,024 - 59,998

HEO Standard Scale

45,731 - 47,119 - 48,505 - 49,890 - 51,278 - 52,665 - 54,051 - 56,054¹ - 58,052²

HEO Higher Scale

48,505 - 49,890 - 51,278 - 52,665 - 54,051 - 56,054 - 57,366 - 58,680 - 59,998

EO Standard Scale

30,027 - 32,219 - 33,906 - 35,537 - 37,163 - 38,755 - 40,363 - 41,927 - 43,539 - 44,607 - 46,125¹ - 47,641²

EO Higher Scale

30,027 - 32,219 - 33,906 - 35,537 - 37,163 - 38,755 - 40,363 - 41,927 - 43,539 - 44,607 - 46,125 - 47,254 - 48,385 - 49,520

1 = After three years satisfactory service at the maximum.

2 = After six years satisfactory service at the maximum.

3 = After six years satisfactory service with the 'barrier'.

Common grades

Figures current 1st December 2006 unless otherwise indicated.

Engineer Grade I and Professional Accountant Grade I

65,066 - 67,103 - 69,153 - 71,198 - 73,236 - 75,664 - 78,432¹ - 81,199²

Engineer Grade II and Professional Accountant Grade II

55,599 - 56,912 - 58,215 - 59,526 - 60,835 - 62,144 - 63,448 - 64,772 - 66,928¹ - 69,086²

Engineer Grade III and Professional Accountant Grade III

30,252 - 33,066 - 35,891 - 38,710 - 41,540 - 43,287 - 45,030 - 46,775 - 48,514 - 50,259 - 52,004 - 53,746 - 55,492 - 57,437¹ - 59,373²

Law Clerk (per week)

477.94 - 499.26 - 533.47 - 551.24 - 569.03 - 586.80 - 604.62 - 622.43 - 640.27 - 658.641 - 676.972

Senior Engineering Draughtsperson

36,130 - 36,853 - 37,759 - 38,686 - 39,591 - 40,511 - 41,372 - 42,774¹ - 44,182²

Engineering Draughtsperson (per week)

519.15 - 538.81 - 558.54 - 578.28 - 598.09 - 617.95 - 637.90 - 656.99 - 676.06 - 695.14 - 714.27 - 738.561 - 762.872

Chief Superintendent Mapping

45,447 - 47,650 - 49,857 - 52,060 - 54,265 - 56,465 - 58,676 - 60,886 - 62,829 - 64,772 - 66,928¹ - 69,086²

Superintendent Mapping

40,151 - 41,596 - 42,808 - 43,999 - 45,210 - 46,419 - 47,606 - 49,106¹ - 50,604²

Examiner in Charge

34,639 - 35,423 - 36,197 - 36,980 - 37,769 - 38,557 - 40,151 - 41,416¹ - 42,683²

Examiner of Maps (per week)

594.27 - 611.51 - 628.07 - 643.59 - 660.23 - 672.35 - 695.52¹ - 718.72²

Mapping Draughtsperson (per week)

424.24 - 436.71 - 451.99 - 467.24 - 482.57 - 497.99 - 513.33 - 528.74 - 543.55 - 558.23 - 572.99 - 587.73 - 602.48 - 623.00¹ - 643.48²

Architectural Assistant Grade II (per week)

519.15 - 538.81 - 558.54 - 578.28 - 598.09 - 617.95 - 636.14 - 656.10 - 676.06 - 695.14 - 714.27 - 738.56¹ - 762.87²

Laboratory Analyst

32,312 - 33,272 - 34,184 - 36,347 - 37,745 - 39,155 - 40,590 - 42,024 - 43,458 - 44,907 - 46,364 - 47,841 - 49,273 - 50,259¹

Common grades (full PRSI)

Revised pay with effect from 1st December 2006 for established officers appointed on or after 6st April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits for general service grades.

Engineer Grade I and Professional Accountant Grade I

68,486 - 70,636 - 72,792 - 74,943 - 77,092 - 79,648 - 82,559¹ - 85,471²

Engineer Grade II and Professional Accountant Grade II

58,526 - 59,905 - 61,278 - 62,659 - 64,036 - 65,414 - 66,788 - 68,182 - 70,451¹ - 72,725²

Engineer Grade III and Professional Accountant Grade III

31,845 - 34,808 - 37,780 - 40,754 - 43,728 - 45,563 - 47,394 - 49,235 - 51,069 - 52,905 - 54,741 - 56,574 - 58,416 - 60,459¹ - 62,469²

Law Clerk (per week)

305.12 - 525.56 - 561.53 - 580.23 - 598.98 - 617.70 - 636.44 - 655.15 - 673.93 - 693.28¹ - 712.58²

Senior Engineering Draughtsperson

38,033 - 38,795 - 39,748 - 40,716 - 41,675 - 42,642 - 43,549 - 45,023¹ - 46,509²

Engineering Draughtsperson (per week)

546.51 - 567.16 - 587.93 - 608.71 - 629.57 - 650.52 - 671.49 - 691.55 - 711.63 - 731.71 - 751.86 - 777.44¹ - 803.05²

Chief Superintendent Mapping

47,832 - 50,157 - 52,481 - 54,799 - 57,123 - 59,439 - 61,763 - 64,090 - 66,136 - 68,182 - 70,451¹ - 72,725²

Superintendent Mapping

42,260 - 43,785 - 45,056 - 46,315 - 47,588 - 48,865 - 50,106 - 51,691¹ - 53,266²

1 = After three years satisfactory service at the maximum.

2 = After six years satisfactory service at the maximum.

3 = After six years satisfactory service with the 'barrier'.

Appendix one – Salary scales

Examiner in Charge

36,466 - 37,287 - 38,098 - 38,928 - 39,752 - 40,585 - 42,260 - 43,591¹ - 44,934²

Examiner of Maps (per week)

625.57 - 643.71 - 661.15 - 677.41 - 694.98 - 707.77 - 732.11¹ - 756.50²

Mapping Draughtsperson (per week)

446.55 - 459.76 - 475.79 - 491.84 - 508.02 - 524.16 - 540.38 - 556.60 - 572.12 - 587.60 - 603.13 - 618.62 - 634.21 - 655.77¹ - 677.38²

Architectural Assistant Grade II (per week)

546.51 - 567.16 - 587.93 - 608.71 - 629.57 - 650.52 - 669.66 - 690.62 - 711.63 - 731.71 - 751.86 - 777.44¹ - 803.05²

Laboratory Analyst

34,010 - 35,022 - 35,983 - 38,261 - 39,732 - 41,215 - 42,726 - 44,234 - 45,745 - 47,270 - 48,807 - 50,361 - 51,865 - 52,906¹

Office of Public Works

Senior Clerk of Works/District Inspector

40,080 - 41,498 - 42,924 - 44,351 - 45,789 - 47,222 - 48,336 - 49,443

Engineering Technician Grade I

39,656 - 40,545 - 41,528 - 42,589 - 43,675 - 44,886 - 46,017 - 47,585¹ - 49,149²

Architectural Assistant Grade II (per week)

519.15 - 538.81 - 558.54 - 578.28 - 598.09 - 617.95 - 636.14 - 656.10 - 676.06 - 695.14 - 714.27 - 738.56¹ - 762.87²

Department of Agriculture

Area Superintendent

49,501 - 51,144 - 52,794 - 54,439 - 56,089 - 57,741 - 59,386 - 61,464¹ - 63,544²

District Superintendent

34,606 - 37,328 - 40,042 - 42,730 - 45,434 - 48,138 - 50,832 - 53,534 - 55,517¹ - 57,497²

Supervisory Agricultural Officer

33,581 - 35,231 - 36,869 - 38,484 - 40,115 - 41,745 - 43,363 - 44,979 - 46,592 - 48,313¹ - 50,039²

Technical Agricultural Officer

22,713 - 24,017 - 25,328 - 26,642 - 27,956 - 29,277 - 30,593 - 31,920 - 33,257 - 34,584 - 35,922 - 37,215 - 38,961 - 40,283¹ - 41,606²

Senior Dairy Produce Officer

41,540 - 43,287 - 45,030 - 46,775 - 48,514 - 50,259 - 52,004 - 53,746 - 55,492 - 57,437¹ - 59,373²

Dairy Produce Officer

40,592 - 41,687 - 42,936 - 44,178 - 45,429 - 46,679 - 47,929 - 49,174 - 50,415 - 52,178¹ - 53,940²

Supervising Instructor Poultry

32,103 - 34,847 - 37,582 - 40,332 - 41,681 - 43,041 - 44,396 - 45,760 - 47,105 - 48,464 - 49,819 - 51,178 - 52,537 - 53,877

Supervising Poultry Officer

29,491 - 31,036 - 32,584 - 34,127 - 35,678 - 37,221 - 38,768 - 40,312 - 41,857 - 43,405 - 44,947 - 46,490

Poultry Officer

25,688 - 27,856 - 30,057 - 32,243 - 33,327 - 34,413 - 35,496 - 36,588 - 37,668 - 38,751 - 39,831 - 40,925 - 42,009 - 43,087

Chief Inspector/Agriculture Inspectorate

141,451

Deputy Chief Inspector

94,037 - 98,910 - 103,828 - 108,170 - 111,638¹ - 115,092²

Senior Inspector Higher Scale

86,530 - 90,100 - 93,680 - 97,250 - 100,299 - 103,512¹ - 106,722²

Agricultural Inspector

56,973 - 59,587 - 62,202 - 64,819 - 67,435 - 70,050 - 72,662 - 75,664 - 78,432¹ - 81,199²

Assistant Agricultural Inspector

33,066 - 35,891 - 38,710 - 41,540 - 43,287 - 45,030 - 46,775 - 48,514 - 50,259 - 52,004 - 53,746 - 55,492 - 57,437¹ - 59,373²

Inspector Grade I

65,066 - 67,103 - 69,153 - 71,198 - 73,236 - 75,664 - 78,432¹ - 81,199²

Inspector Grade II

55,599 - 56,912 - 58,215 - 59,526 - 60,835 - 62,144 - 63,448 - 64,772 - 66,928¹ - 66,086²

Inspector Grade III

30,252 - 33,066 - 35,891 - 38,710 - 41,540 - 43,287 - 45,030 - 46,775 - 48,514 - 50,259 - 52,004 - 53,746 - 55,492 - 57,437¹ - 59,373²

1 = After three years satisfactory service at the maximum.

2 = After six years satisfactory service at the maximum.

3 = After six years satisfactory service with the 'barrier'.

Motor travel rates

Effective from 1st July 2006

Rates per kilometre

1 mile = 1.609 kilometres

Official travel in a calendar year	Engine capacity up to 1,200cc	Engine capacity 1,201cc to 1,500cc	Engine capacity 1,501cc and over
	cent	cent	cent
Up to 6,437km	52.16	61.66	78.32
6,438km and over	26.97	30.96	36.65

Reduced travel rates

Effective from 1st July 2006

Rates per kilometre

1 mile = 1.609 kilometres

Engine capacity under 1200cc	Engine capacity 1201cc to 1500cc	Engine capacity 1501cc and over
cent	cent	cent
19.52	22.17	25.83

Domestic subsistence rates

Effective 1st July 2006

Class of Allowances	Night allowances			Day allowances	
	Normal Rate	Reduced Rate	Detention Rate	10 hours or more	5 hours but less than 10 hours
A	140.44	129.48	70.21	41.55	16.95
B	132.18	113.05	66.12	41.55	16.95

Appendix three – Claims lodged at General Council, 2006

PSEU	That the age 65 as the maximum retirement age for staff recruited before 1st April 2004 be abolished.
STAFF PANEL	That staff who are acting up to a higher grade be treated as if they were substantively promoted for pay purposes.
STAFF PANEL	That adequate arrangements are put in place in departments to deal with the issue of work related stress.
AHCPS	That the annual leave of grades with 31 days in the leave band be increased.
FUGE	The FUGE seek an increase in the Key Holders Allowance.
FUGE	The FUGE seek an increase in the Van Driving Allowance.
AHCPS	That staff who are acting up to a higher grade be treated as if they were substantively promoted for pay purposes.
AHCPS	That adequate arrangements are put in place in departments to deal with the issue of work related stress.
STAFF PANEL	That the Department of Finance prepare an explanatory booklet on pension issues for distribution to all employees.
STAFF PANEL	That the Domestic Subsistence Rates be increased with effect from 1/7/06 on the basis of the agreed formula.
STAFF PANEL	That the Motor Mileage Rates and Motor Bike Rates be increased with effect from 1/7/06 on the basis of the agreed formula.
AHCPS PSEU CPSU FUGE	Seeking the restoration of Social & Family Affairs staffing levels to pre-budget 2002 on the basis that the Department is in breach of Sustaining Progress.
AHCPS PSEU CPSU FUGE	Seeking compensatory allowance for staff in Department of Social and Family Affairs Local Offices.
AHCPS	Seeking to have the allowance payable to AHCPS grades under PCW 1% as pay scale for starting pay for promotion purposes.
STAFF PANEL	Review the Subsistence Rates for the UK.
PSEU CPSU	Seeking the application of Finance circular 21/04 on incremental credit for previous service to members in the commercial semi-state companies.
STAFF PANEL	That the Work-Share Scheme set out in Finance circular 31/01 be amended so as to provide a facility whereby staff can opt to work on the basis of 4.5 days per week.
PSEU	That the annual leave of EO, HEO, AO and equivalent grades represented by PSEU be increased.
STAFF PANEL	That in the case of any member of staff who is transferring Departments the previous two annual review ratings under PMDS should be forwarded to the new Department.
STAFF PANEL	That the first sentence of Section 5.3 of the Civil Service Code of Standards and Behaviour as appended to Department of Finance circular 26/04 be deleted and replaced by following: Civil Servants in Category (d) may not engage in public debate on politics or political issues related to or relevant to their official functions except if required to do so as part of their official duties.

Appendix three – Claims lodged at General Council, 2006

STAFF PANEL	Seeking the introduction of condensed hours as a flexible working option and that flexi-time bands be amended to accommodate this option.
STAFF PANEL	Seeking full flexi time credit for members who have received specialist medical treatment from central hospitals.
STAFF PANEL	Seeking the introduction of a new working pattern from 7am to 2pm.
STAFF PANEL	Seeking a review of the core hours of work-sharing scheme pattern of 9am to 3pm be changed to 9am to 2.45pm
STAFF PANEL	Seeking to amend the arrangements for taking carers leave to allow for such leave to be taken on a daily basis if required.
CPSU	Seeking a substantive increase in both the minimum and service based annual leave for COs, SOs and equivalent grades.
PSEU	That continuous professional development courses which are required to maintain accountancy qualifications, qualify for special leave with pay or day off in lieu.
PSEU	That continuous professional development courses which are required to maintain accountancy qualifications are included in refund of fees scheme.
IMPACT	Seeking to have included in the pension scheme an option whereby staff can buy back years of service to allow for retirement before age 60 or 40 years of service on full pension.
AHCPS IMPACT	That the Official Side carry out a full economic analysis of the Budget 2003 proposals for decentralisation.
STAFF PANEL	In the context of decentralisation all flexible and atypical working arrangements including teleworking should be made available to all grades.
STAFF PANEL	Staff who are relocating due to decentralisation and who have flexi work, worksharing or other atypical arrangements should be allowed to carry these arrangements with them to their new Department/Office.
STAFF PANEL	Seeking 5 days paid leave for staff who are decentralising.

No	Title
1464	Claim that no officer in a grade represented by the AHCPS will have to go through the long service increment process once while on the standard scale of the grade and again if appointed to the higher scale for the grade. <i>Outcome recorded: disagreement</i>
1465	Claim (CPSU): Seeking that staff with 25 years service get recognition for their long service by way of a once off award of additional leave. <i>Outcome recorded: disagreement</i>
1466	Claim (Panel) That a long service leave scheme similar in terms to the scheme that operates in the Australia Civil Service whereby staff receive a block of extra paid leave after a given length of service be introduced. <i>Outcome recorded: disagreement</i>
1467	Claim that the flexi-time core bands be increased to 10.30am and reduced to 3pm with immediate effect. <i>Outcome recorded: disagreement</i>
1468	Claim for a compensatory allowance for Local Office Staff in the Department of Social and Family Affairs. <i>Outcome recorded: disagreement</i>
1469	Superannuation: revised rates for the purchase of notional service. <i>Outcome recorded: agreement</i>
1470	Claim seeking the restoration of staffing levels in the Dept of SFA to the established quota plus add-ons as of December 2002 on the basis that the Department is in breach of Customer Service commitments in Sustaining Progress. <i>Outcome recorded: disagreement</i>
1471	Claim that an allowance be paid to Prison Governors arising out of the development introduction and ongoing management of the Organisational Change Programme in the Irish Prison Service. <i>Outcome recorded: disagreement</i>
1472	That the Motor Mileage Rates and Motor Bike Rates be increased with effect from 1/7/06 on the basis of the agreed formula. <i>Outcome recorded: agreement</i>
1473	That the Subsistence Rates be increased with effect from 1/7/06 on the basis of the agreed formula. <i>Outcome recorded: agreement</i>
1474	Amendment of the C&A scheme to allow participation in the scheme by the Civilian Staff of the Garda Siochana. <i>Outcome recorded: agreement</i>
1475	Claim that the annual leave of Executive Officers, Higher Executive Officers, Administrative Officers and equivalent grades represented by the PSEU be increased. <i>Outcome recorded: disagreement</i>
1476	Claim seeking a substantive increase in both the minimum and service based annual leave for Clerical Officers Staff Officers and equivalent grades. <i>Outcome recorded: disagreement</i>
1477	Claim that the Annual leave of grades with 31 days in the leave band be increased. <i>Outcome recorded: disagreement</i>
1478	Application of the terms of Towards 2016, Ten-Year Framework Social Partnership Agreement 2006-2015 to civil servants within the Conciliation and Arbitration Scheme. <i>Outcome recorded: agreement</i>
1479	Civil Service Disciplinary Code revised in accordance with the Civil Service Regulation (Amendment) Act 2005. <i>Outcome recorded: agreement</i>
1480	Public Service Pension Reform – Implementation of certain recommendations of the Commission on Public Service Pensions. <i>Outcome recorded: agreement</i>
1481	Claim for full abolition of the compulsory retirement age. <i>Outcome recorded: disagreement</i>

The following claims went to arbitration in 2006 under the C&A scheme:

- Arbitration Report 605 – “Claim by the Public Service Executive Union (PSEU) to upgrade the post of Higher Executive Officer plus allowance in the Limerick and Cork District Courts to Assistant Principal Officer level (standard scale)”.
- Arbitration Report 606 – “Claim by the Association of Higher, Civil and Public Servants (AHCPS)) for an allowance to be paid to Prison Governors arising out of the development and on-going management of the Organisational Change [SORT/STEP] Programme in the Irish Prison Service”.
- Arbitration Report 607 – “Claim by the Public Service Executive Union (PSEU) that the cost of travelling for Officers in the Office of the Revenue Commissioners who are required to attend at Dublin Airport before 8.00 a.m. be met by the employer”.
- Arbitration Report 608 – “A joint claim by the Civil, Public and Services Union (CPSU) and the Public Service Executive Union (PSEU) that the Incremental Credit Agreement, Finance Circular 21/2004 be applied to excluded Public Sector Bodies”.

A further two ad-hoc hearings were heard, one ad-hoc facilitation by Kieran McGovern:

- On a claim for a change of title for Laboratory Technician in the Civil Service
- And an ad-hoc arbitration hearing by the Arbitration Board under Sustaining Progress:
- In respect of a dispute concerning a proposal by the Department of Transport to outsource Driver Tests.

No.	Title/content
01/06	Cursai agus Scolaireachtaí Gaeltachta 2006
02/06	Retention of Civil Servants beyond the normal retiring age
04/06	Purchase of notional service for superannuation purposes by Established Civil Servants and Non-Established State Employees
05/06	Subsistence Allowances Abroad
06/06	Agreement on incremental credit for previous service for entry levels at Tax Officer and Higher Tax Officer grades represented by IMPACT
07/06	Revision of pay of Civil Servants
12/06	Revision of pay of Civil Servants to grades represented by CPSU
13/06	Appointment on a secondment basis in the Office of the Ombudsman for the Defence Forces – Assistant Principal
14/06	Civil Service disciplinary Code revised
15/06	Confined competition to participate in a Masters programme on Policy Analysis and upon successful completion of the Programme appointment as AP to work in public policy analysis
16/06	Confined competition for Assistant Principals to participate in a Masters Programme in Policy Analysis and upon successful completion of the Programme assignment to work in public policy analysis
7/06	Motor Travel Rates
18/06	Subsistence Allowance
20/06	Confined competition for Appointment to the position of Director Designate – Principal level in the Road Safety Authority
21/06	Confined competition for appointment to the position of Director general – Principal level in the Civil Defence
30/06	Adoptive Leave Act 2005
31/06	Implementation of the Regulations of the Maternity Protection (Amendment) Act 2004
32/06	Revised Term Time Scheme 2006
41/06	Revision of pay of Civil Servants – Application of increases under 27.17 of Towards 2016
45/06	Subsistence Allowances Abroad
46/06	Revision of pay of Civil Servants in relation to Grades represented by Civil, Public and Services Union (CPSU)