

# Civil Service Division

► Report 2017-2019



**FORSÄ**

# FÓRSA



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**COVER PHOTOS**  
Delegates attending the 2018  
Civil Service Divisional Conference.  
Photos: Domnick Walsh.

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## DIVISIONAL EXECUTIVE

Front row: Alan Duffy, Michelle McCaffrey, Rhona McEleney, Kathleen McGee, Tom Madden, Clíodhna McNamara, Audrey Lyons.  
 Second row: Deirdre Mehigan, Alan Hanlon, Debbie Brennan, Jean Taylor.  
 Third row: Eimear Codd, Helen Linehan, Liam McLoughlin, Ann McGee.  
 Fourth row: Terry Murphy, Brian Redmond, Geraldine O'Brien, Sue Kelly.  
 Fifth row: Betty Tyrrell Collard, Melissa Brennan, Eugene Quinn, Kevin Melinn.  
 Sixth row: Gerry Wilson, Paul MacSweeney, Derek Mullen, Niall McGuirk.  
 Back row: Michael Crowe, Paul Moyer, George Maybury, Eddie Quinn, Eugene Dunne.

Missing from picture: Ronán Bolger, Daniel Copperthwaite, Stephanie Kelly, Sean Lowde, Dermot McAuley, Jack O'Connor, Kieran Sheehan

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# Organisation

## Creation of Fórsa

Fórsa came into being on 2nd January 2018 through an amalgamation of the Civil, Public and Services Union (CPSU), the Irish Municipal, Public and Civil Trade Union (IMPACT), and the Public Service Executive Union (PSEU). The new union represents over 80,000 members across the civil and public services, commercial and non-commercial semi-state organisations, the community and voluntary sector, and private companies in aviation, telecommunications and elsewhere. Fórsa is the second largest union in the country, and by far the strongest and most influential trade union voice in the civil and public service and semi-state sector.

Members gave the amalgamation, which was the result of over two years' work and consultation, a strong endorsement in ballot results announced in November 2017. Public Service Executive Union (PSEU) members voted 70% in favour of the move, while those of the Civil, Public and Services Union (CPSU) gave an endorsement of 76%. IMPACT members who voted backed the merger by a margin of 86% to 14%. A fuller report on the amalgamation was published in an update to the union's first national conference, which took place in May 2018.

The union held its first delegate conferences in April 2018, when a new divisional executive committee was elected at the Fórsa Civil Service divisional conference. Transitional arrangements, designed to ensure that the Civil Service divisional executive fairly represented members from each of the three amalgamating unions, were in place between 2nd January 2018 and the first Civil Service divisional conference. There are also more long-standing transitional arrangements that guarantee that the constituencies represented by the three unions that amalgamated have fair representation on the divisional executive and all-union National Executive Committee (NEC). These are in place until May 2024.

# Pay and related

## Public service pay restoration

Pay and pension levy adjustments under the 2015 Lansdowne Road agreement ensured that, by April 2017, virtually all public servants had experienced some pay restoration, while those earning below €28,000 had gained full restoration of the pay and pension levy-related cuts. A final payment under the deal, which was worth €38.33 a fortnight before tax, was brought forward from September 2017 to April 2017 following negotiations between public service unions and the Department of Public Expenditure and Reform (DPER), which took place between December 2016 and January 2017.

In May 2016, the Government also bowed to union demands for early talks on a successor to the HRA, which was originally meant to expire in September 2018. Negotiations took place in May and June 2017 after the publication of the first report of the Public Service Pay Commission (PSPC), which was established under the Programme for Government in October 2016.

The PSPC report addressed the process of unwinding the Financial Emergency Measures in the Public Interest (FEMPI) legislation, which introduced and underpinned the public service pay cuts and pension levy. The PSPC also considered factors that are usually taken into account in public service pay determination including recruitment and retention issues,

international comparisons of public service pay and living costs, the value of public service pensions, and security of tenure relative to the private sector. The ICTU Public Services Committee (PSC), which represents the vast majority of the country's civil and public service unions, made two written submissions to the Commission, and PSC officers met with the Commission on a number of occasions.

The Commission made its report to the Minister for Public Expenditure and Reform in May 2017. Talks on a new public service pay agreement started later that month and concluded in June 2017. The outcome was the Public Service Stability Agreement (PSSA), which was strongly backed by members of the three unions that later amalgamated to form Fórsa, along with unions representing a large majority of public service workers. The ICTU Public Services Committee backed the deal by a margin of over 80% in an aggregate ballot in September 2017.

The PSSA, which came into force in January 2018, now governs pay and related matters for virtually all civil and public servants, as well as staff in non-commercial semi-state organisations and 'section 38' agencies where pay scales follow the public service. By the time it expires, on 31st December 2020, over 90% of civil and public servants will earn as much as, or more than, they did when pay cuts and the pension levy were introduced during the crisis.

## Summary of income adjustments

- 1st January 2018: 1% pay adjustment
- 1st October 2018: 1% pay adjustment
- 1st January 2019: Additional superannuation contribution threshold up from €28,750 to €32,000 (worth €325 a year). 1% pay increase for those who don't benefit (ie, those earning less than €30,000 a year)
- 1st September 2019: 1.75% pay adjustment
- 1st January 2020: Additional superannuation contribution threshold increased to €34,500 (worth €250 a year). 0.5% pay increase for those who don't benefit (ie, those earning less than €32,000 a year)
- 1st October 2020: 2% pay adjustment
- 31st December 2020: Agreement concludes.

The agreement saw pay increase by 1% on 1st January 2018, and by another 1% on 1st October 2018. Further income boosts were implemented on 1st January 2019, with a 1% pay increase for those earning less than €30,000 a year. Those who earn more benefited instead from an increase in the 'additional superannuation contribution,' which replaced the pension levy as part of the agreement. Further improvements are due on 1st September 2019, 1st January 2020, and 1st October 2020 (see table). Pay scales were updated on the Fórsa website to reflect the 1st January 2019 and earlier adjustments.

As this report was being finalised, Fórsa and other unions were studying the implications of a February 2019 Labour Court recommendation regarding nurses' pay and grading, and awaiting the outcome of a related contract negotiation and ballot. At its February 2019 meeting, Fórsa's National Executive Committee (NEC) noted that, while ministers had expressed the view that the Labour Court recommendation was in line with the PSSA, Fórsa officials had been assured of continued engagement between the Department of Public Expenditure and Reform and the ICTU Public Services Committee on the broader implications of the outcome. The NEC said this engagement must address any changes in the assumptions underlying the agreement, and noted that clause 8.4.2 of the PSSA allows for this. The executive also took the view that ongoing engagement between unions and DPER must continue to discuss the possibility of a general pay review mechanism to allow a full

examination of the adequacy of current pay arrangements, and to resolve ongoing difficulties with the smooth operation of parts of the agreement.

The union had already told the Government that other grades will expect similar opportunities to have their pay reviewed during the lifetime of the agreement. Throughout 2018 and early 2019, Fórsa reiterated its view that all civil and public servants, and their unions, must be treated equally under the Public Service Stability Agreement (PSSA).

### Additional superannuation contribution

Incomes were also improved in January 2019 by an increase in the threshold for payment of the 'additional superannuation contribution,' which replaced the pension levy under the PSSA. A further increase in the threshold is due in January 2020. Different arrangements apply to members of fast accrual schemes, mainly certain uniformed grades.

The agreement also saw the resolution of two outstanding 'additional superannuation contribution' anomalies. From January 2019, staff who joined the public service after January 2013, and who are in the single public service pension scheme introduced at that time, pay only two-thirds of the additional contribution rate. This figure will fall to one-third from January 2020, reflecting the fact that the benefits of the single scheme are different from

those in the older scheme. And, with effect from January 2019, the 'additional superannuation contribution' is no longer payable on non-pensionable elements of incomes, including non-pensionable overtime payments.

### New entrants

The term 'new entrants' refers to people who started work in the civil and public service, and organisations linked to it for pay purposes, after 2011 when inferior pay scales for new staff were imposed by the Government without agreement.

Although those inferior scales, which were worth 10% less at every point of each scale, were abolished at unions' insistence under the 2013 Haddington Road agreement, new entrants continued to have longer pay scales than their longer-serving colleagues, with two lower pay points at the beginning of each scale. In some grades, allowances that made up a significant part of overall income were also abolished for new entrants.

The PSSA established a process, involving the Public Service Pay Commission (PSPC), to

address this problem. Following detailed discussions and inputs from Fórsa and other unions, this resulted in a solution of the pay scale issue, though not the allowances issue, in 2018. This was achieved at least two years earlier than the PSSA originally provided for.

Under these measures, new entrants will skip two points – the fourth and the eighth – on each pay scale. Fórsa welcomed this outcome because it ensures a fair outcome for new entrants regardless of their length of service. Fuller details of the outcome are available on the union's website.

### Recruitment and retention issues

The Public Service Pay Commission's (PSPC) original 2017 report, which preceded the talks that led to the PSSA, identified recruitment and retention issues that had been raised by unions in respect of specific grades. These included submissions for civil service clerical, administrative, executive, technical and professional grades. Under the agreement, unions were able to make further submissions to the PSPC in respect of these grades. The Commission was tasked with analysing the



Stephanie Kelly, Edel Meaney and Bernie O'Gorman, Clare Civil Service Clerical Branch.

causes of the problems in each area, and recommending options to deal with them. However, it was not empowered to recommend increases in pay scales.

Fórsa fought for, and welcomed, this provision in the agreement and said all professions and grades must be treated equally by the Government in its response to the Pay Commission's findings.

The Government approved the terms of reference for the PSPC's examination in October 2017, after which the PSPC invited submissions from unions representing grades identified in its original report. The union made submissions for its grades cited in the report late in 2017.

In a submission on civil service grades the union said the State was struggling to recruit staff in many areas because salaries were not keeping

pace with those available in comparable private sector jobs. It said State bodies were finding it difficult to recruit a wide range of staff including cleaners, solicitors, meteorologists, radio officers, technical agricultural officers, valuers, Oireachtas researchers, translation staff, and special education needs organisers, and that service quality was being strained as a result. Fórsa called on civil service management to be given the flexibility to pay staff above the usual entry rates, where necessary, in order to attract suitably qualified staff.

As this report went to print, the Commission had completed its examination of nursing, medical consultant, and some military grades. But work its work on Fórsa grades had not begun. In November 2018, the union called on the PSPC to press on with examinations of recruitment and retention difficulties in the other areas cited in its 2017 report.

## Starting pay on promotion

Fórsa has agreed a new civil service starting pay on promotion circular with management. This simplified approach will abolish the principle of marking time on a scale, which is a substantial improvement for civil servants promoted through open competitions. Those currently marking time on promotion or appointment to higher or analogous grades will be brought on scale at their next incremental date. However, no retrospection from any earlier date will apply.

The circular also provides for incremental progression for staff in analogous grades who move from the public to the civil service. It was not possible to reach a similar agreement for non-analogous grades and this issue has gone to arbitration. The circular sets out the starting pay rules in detail.

for lower-paid workers in Ireland, but had not impacted on the wage gap at higher salary levels. This is because women are more likely than men to work in low paid jobs.

The PSSA commits management in each sector of the civil and public service to monitor progress on gender balance in career progression.

## Allowances

The legislation that gave effect to the PSSA provides for the restoration of an earlier 5% cut in allowances from 2020. Fórsa and other unions have held meetings with Finance Minister Paschal Donohoe on this issue, and are pressing for an earlier restoration date.

## Overtime

With effect from January 2019, the PSSA removed 'additional superannuation contributions' on non-pensionable elements of civil and public service incomes, including non-pensionable overtime payments.

## Travel and subsistence

The standard overnight rate of civil service expenses was increased to €147, in line with inflation, following agreement at Civil Service General Council in November 2018. There were no changes in motor travel or foreign subsistence rates. An official circular setting out revised subsistence allowances was issued to civil service departments.

## Gender pay gap

Over the last two years, Fórsa has been at the forefront of the trade union campaign for legislation on gender pay gap reporting to encourage employers into tangible action to bridge the gap, which currently stands at an average of around 14% in Ireland. In November 2018 the union was part of an Irish Congress of Trade Unions (ICTU) delegation that gave evidence to the Joint Oireachtas Committee for Justice and Equality, which was examining the general scheme of the Gender Pay Gap Information Bill. The Bill would establish mandatory reporting by employers on the gender pay gap in their organisations. The measure would first be applied in firms with 250 or more employees, but that threshold would drop to 50-plus over time. The legislation would also require reporting on differences in bonus pay, part-time pay and the pay of men and women on temporary contracts.

In June 2018, Fórsa criticised the Government for publishing its own Bill on the issue, rather than amending an existing opposition Bill that was already well advanced. The union said the move would delay the introduction of pay gap reporting. A December 2018 report by the Economic and Social Research Institute (ESRI) found that the introduction of the statutory minimum wage had reduced the gender pay gap



ICTU Public Services Committee officers at the 2017 pay talks. Left to right: Sheila Nunan (INTO), Tom Geraghty (PSEU) and Shay Cody (IMPACT).

Photo: rollingnews.ie

# Pensions

## Public service retirement age

The age of eligibility for the State pension was increased to 66 in 2014. Because of this, the compulsory public service retirement age of 65 meant that many public servants were forced to retire before they could draw a significant part of their retirement income. The Public Service Stability Agreement (PSSA) enabled Fórsa to address this issue in discussions with the Department of Public Expenditure and Reform (DPER).

In 2018, the Government bowed to union pressure and agreed to legislate to give civil and public servants the option to retire at any age between 65 and 70 if they chose. Pending the enactment of legislation, limited interim arrangements, which allowed the re-hiring of public servants who wanted to stay in work until they were eligible for the State pension, were put in place. But those who exercised this option were placed on the first point of the non-pensionable pay scale, and were not able to make further pension contributions.

The legislation that gave the option to retire up to age 70 was passed into law over Christmas 2018. It also required the finance minister to outline potential remedies, within three months, for public servants who had been forced to retire between 6th December 2017 and the commencement of the new law. Fórsa has argued that these workers should be given the option to extend their 12-month retention arrangement up until age 70, and get increments due to them during this period, but the Government subsequently refused to do this.

Public servants recruited after 1st April 2004 were not covered by the new legislation because they already either have no compulsory retirement age or the ability to retire up to age 70.

## Public service final salary schemes

For the duration of the Public Service Stability Agreement (PSSA), public service pensions have essentially returned to the pay-linked method of adjustment, which was in place until the onset of the financial emergency. This means that basic PSSA pay increases will be passed on to those who retire on or after 1st March 2012 in nearly all cases. The pay increases will be passed on to pre-March 2012 retirees if the pay level on which their pension is based does not exceed the existing pay level of serving staff in the same grade and pay scale point. Fórsa will seek the continuation of this arrangement in any negotiations on a successor to the PSSA.

Changes to the pension levy (now called the 'additional superannuation contribution') introduced under the PSSA saw pensions worth up to €34,132 a year exempted entirely from the additional contribution from 1st January 2018. The exemption threshold was increased to €39,000 in January 2019, and will be further increased to €54,000 in January 2020.

## Single career average scheme

Staff who joined the public service after January 2013 are members of the single public service pension scheme, which gives accelerated accrual of benefits on earnings up to 3.74 times the contributory state pension. This takes the form of 0.58% of gross pensionable remuneration up to this threshold without any offset for integration with the social welfare system. From the end of March 2019, earnings up to €48,457 will benefit from the formula.

Members of the single public service scheme, have paid only two-thirds of the 'additional superannuation contribution' (formerly the pension levy) since January 2019. This figure will fall to one-third from January 2020, reflecting the fact that the benefits of the single

scheme are different from those in the older scheme.

Under the single public service scheme, accrued benefits and pensions in payment are uprated in line with annual movements in the consumer price index (CPI), including negative movements. Since the establishment of the scheme in 2013 the following adjustments were made:

- 12 months to December 2014: -0.3%
- 12 months to December 2015: 0.1%
- 12 months to December 2016: 0.0%
- 12 months to December 2017: 0.4%
- 12 months to December 2018: 0.7%

Fórsa has repeatedly called for all members of the scheme to receive annual benefit statements. Although this is required by law, most are not receiving them at present. The union has also demanded that a scheme for the purchase and transfer of pension benefits be put in place. Transfer tables were agreed between the ICTU Public Services Committee and the Department of Public Expenditure and Reform in 2016.

A 'single scheme estimator tool,' which indicates the retirement benefits that public servants hired after 1st January 2013 can expect, became available in the autumn of 2018 following pressure from Fórsa. The tool covers standard-grade members of the single public service pension scheme who are currently employed in pensionable posts.

## Treatment of parental leave

Revised arrangements for the accrual of pension while on parental leave have been in place since 9th February 2018. These mean only two days of reckonable service, rather than four, are deducted from staff who take parental leave that includes the last working day before, and the first working day after, a weekend. It was subsequently agreed that the records of staff who took parental leave before that date should be amended on a case-by-case basis at their time of retirement.

## Survivor pensions for same sex couples

The Social Welfare, Pensions and Civil Registration Bill, 2018 amended the 1990 Pensions Act to give a right, in certain circumstances, to spousal pension benefits for same-sex spouses and civil partners who are members of occupational pension schemes.

## Auto-enrolment

Employers are to be legally obliged to include their employees in a pension scheme, and make contributions to the fund, on foot of a new Government scheme outlined in late 2018 on foot of union submissions. Ireland is currently one of only two OECD countries without mandatory earnings-related pension savings and, at present, 35% of workers are not in an occupational pension scheme.

Fórsa backed these 'auto-enrolment' proposals at its national conference in May 2018 because they would benefit tens of thousands of workers who currently have no occupational pension, including a small but significant number of Fórsa-represented grades who deliver public services. The new automatic enrolment scheme targets low and middle income earners to ensure they save towards a financially secure retirement, with financial contributions from their employer and the State.

In November 2018, the Government issued a draft proposal on how the scheme could work. Under these proposals, workers would have to contribute up to 6% of their salary towards their pension pot, with employers having to match that amount. The state would then pay €1 for every €3 the worker contributes. Participation in the scheme would be compulsory for workers for six months, after which they could opt out. Workers could also suspend their contributions in limited circumstances, but employer and State contributions would also cease if an employee stopped saving.

The Irish Congress of Trade unions (ICTU) welcomed the proposals in principle, but said they should be strengthened significantly. Unions want older workers to be included in the scheme which, as it currently stands, would only include workers aged between 23 and 60 who earn more than €20,000 a year. Congress wants this expanded to 16-60-plus with no income threshold. Congress also wants

contributions to be collected by the Revenue Commissioners in the same way as social insurance, and for the State contribution to be valued at €1 for every €2.50 a worker saves, with an employer contribution of 7% on all earnings. It also wants the employee contribution to be graduated up to €20,000 a year with a flat 5% rate on all additional earnings.

ICTU also called for State provision of annuities for small pension pots. This would take the form of a top-up payment on the State pension, similar to an earnings-related pension system. Congress recommended that the scheme be mandatory, with a time limited 'contribution holiday' facility for workers which can be claimed as a single continuous period or a number of separate periods, and says low income workers and sole traders should be automatically enrolled.

### Eligibility for State pension

Fórsa was involved in the development of an Irish Congress of Trade Unions' submission regarding a Government consultation paper on a

'total contributions approach to eligibility for State pensions.' The Congress submission covered the design parameters of the scheme to be introduced to calculate entitlement to the contributory state pension.

### Tax relief on pension contributions

With input from Fórsa, The Irish Congress of Trade Unions (ICTU) made a submission to a Government public consultation on pension reform, which is focusing on the cost of tax relief on pension contributions. Congress expressed opposition to any fundamental changes, pointing out that some 620,000 workers receive tax relief on pension contributions. Because tax supports are provided at the marginal income tax rate, workers with annual earnings above €34,550 get relief at the 40% rate. In 2017 the average wage for a full-time worker was €45,611. Any reduction in the rating of tax expenditure would, therefore, adversely affect every worker earning more than three-quarters of the average wage.

# Working conditions

## Working time

Fórsa is committed to seeking to reverse increases in working time introduced in the civil and public service during the economic crisis. Although there was no general reduction in working hours under the Public Service Stability Agreement (PSSA), the deal gave staff the option of a permanent return to 'pre-Haddington Road' hours on the basis of a pro-rata pay adjustment. Staff were able to opt into this arrangement at the beginning of the agreement (January-April 2018) and can do so for a period after it expires (January-April 2021). The agreement also contains a provision to enable annual leave to be converted into flexitime. Although these two provisions fall far short of the restoration of additional hours introduced for some civil and public servants under the 2013 Haddington Road agreement, they do give options to staff for whom time is more important than money. However, the uptake of both options has been relatively low.

In November 2018, Fórsa added its voice to international trade union demands for reduced working time to ensure that workers share the benefits of increased productivity from technological change. This is often expressed in terms of the introduction of a four-day week with no loss of pay. In 2018, the union organised an international conference on the future of working time, which brought together trade unionists and working time experts from Ireland, Germany and the UK. This was part of the union's response to the large number of motions about working time submitted to Fórsa's national conference in May 2018, when

an executive motion committed the union to work with others to reduce working time in all sectors of the economy.

The PSSA also commits management to ensuring that work-life balance arrangements, including flexible working, are available to the greatest possible extent across the civil and public service. It says disputes on local and sectoral implementation of work-life balance arrangements can be processed through normal disputes resolution processes.

## Parental leave

Fórsa welcomed long-overdue Government plans, announced in late 2018, to increase paid parental leave from two to seven weeks for each parent by 2021. Along with existing paid maternity and paternity leave, the change would increase to 42 weeks the amount of paid leave available to new parents during the first year of a child's life. It followed the announcement that two weeks' paid parental leave would be rolled out late in 2019.

The developments stem from a recent EU directive on work-life balance, which obliges governments to increase access to paid parental leave for both parents. Payment will be at the same rate as prevailing maternity and paternity leave, which is currently €245 a week. The paid leave must be taken in the first year of a child's life.

Meanwhile, in February 2019, legislation to extend unpaid parental leave from 18 to 26 weeks, and increase the child's qualifying age



Bridget McGonagle and Maria Gallagher, Bunclara General Branch.

from eight to 12 years, was again backed by the Government after it appeared to have withdrawn support. Although Fórsa welcomed this development, reports that the proposal would be implemented over a two-year period instead of immediately were seen as disappointing. As this report went to print, the Parental Leave (Amendment) Bill had passed all stages in the Dáil and was set for detailed examination by an Oireachtas committee.

### Sick leave

The critical illness protocol (CIP), which governs public service arrangements for those on long-term sick leave, was improved in early 2018 to allow more managerial discretion about what constitutes a 'critical illness' in cases where the precise medical criteria are not met. New 'CIP managerial discretion guidelines,' negotiated with Fórsa and other unions, make it clear that managers have the flexibility to accept illnesses as 'critical' even if they have not quite met the threshold on the basis of medical certification. An appeals mechanism against unfavourable management decisions, with access to third party adjudication, was also put in place.

The CIP arrangements for the 'protective year' were also improved. The protective year allows staff who return to work following a critical illness to avail of remaining CIP leave for subsequent non-critical illnesses or injuries within one year of their first date of absence. This protective year period will now begin on the date of return, which means more support for those returning from a serious illness who then suffer a routine health problem in the following 12 months.

Fórsa was involved in discussions about the calculation of certain types of sick leave in the one year/four year look back periods, and on the application of temporary rehabilitation remuneration (TRR). In the absence of agreement, the matter was referred to the Labour Court, which issued a recommendation in November 2018. As this report went to print, the union was awaiting departmental regulations to give effect to this outcome.

### Outsourcing, agency staffing and related issues

Despite management attempts to water them down substantially, the PSSA retains all the outsourcing protections that unions won in negotiations that led to the earlier Croke Park (2010) and Haddington Road (2013) agreements. The agreement also requires management to engage with unions with a view to minimising the use of agency staff. And it includes safeguards over the use of internships, clinical placements, work experience, and job activation measures, saying there must be "agreement on protocols" regarding such programmes.

### Equality

The union has established new equality networks to ensure that equality issues are discussed and progressed within workplaces, branches and divisions. The Women's Activist Network was successfully launched by ICTU General Secretary Patricia King in November 2017. Our new Disability Rights Network was launched by Minister for Disabilities Finian McGrath TD in April 2019. Further work is underway to organise national events promoting traveller rights, racial equality and improved rights for LGBT members.

Fórsa's workplace representative training programme continues to provide workplace equality training for large numbers local representatives. Our annual Inspire training days, which took place in 2018 and 2019, were very successful in empowering women activists to stand for election.

### Gender pay gap

Fórsa campaigned strongly over the last two years for the introduction of mandatory gender pay gap reporting to compel employers to disclose their gender pay gap. The union gave evidence as part of the ICTU delegation to the Justice and Equality Select Committee in November 2018 on the need to introduce robust legislation that encompassed all employers and required the publication of accurate data on the gender pay gap. The union also said remedial action would be needed to reduce the gender pay gap in each employment.

### Parental leave

Fórsa welcomed the new provision of paid parental leave, which was introduced in November 2019. This welcome first step gives parents of both genders access to paid leave. It will involve a new social insurance parental benefit payment for employees and the self-employed, which is to be paid for two weeks for each parent of a child in their first year. The Government proposes to increase this to seven extra weeks over time. This means that all new mothers and all new fathers with a child under one year of age will be able to apply for this leave, along with the normal maternity, adoptive, paternity and unpaid parental leave entitlements. The Government also proposes to increase the legal limit for parental leave to 12 years. In the meantime, there is no prospect of changing the eight-year-old legal limit, or the civil service administrative limit of 13 years.

### Disability rights

The union welcomed the ratification of the UN Convention on the Rights of the Disabled, and continues to lobby Government to improve the availability of services for the people with disabilities and employment rights for disabled workers.

### Family leave

Fórsa is examining civil service family leave issues arising from various conference motions, including leave to accompany elderly or young relatives to medical appointments. Management has referenced recent significant changes in bereavement leave, which covered 40 organisations and 37,000 staff, and said this would make it very difficult to secure additional improvements in family leave in the short term. The union suggested allowing staff to carry a bank of leave for family emergencies, and believes the official side may be receptive to this in the longer term.





Don Deane (CSO Cork Branch), Deirdre Fanning (Shannon Transport Clerical Branch) and Brian Burns (OPW Branch).

### Superannuation

Fórsa asked the Department of Public Expenditure and Reform to ensure that staff are fully aware of the implications for superannuation benefits of job sharing, special leave and other arrangements.

### Shorter working year

The union has sought greater consistency in the application of the shorter working year scheme, as well as an expansion of the options available to allow leave to be taken in blocks of one, three, five, seven, nine, 11 or 12 weeks. The current scheme allows leave to be taken in blocks of two, four, six, eight, ten or 13 weeks. It also permits three separate periods, provided that none are less than two weeks and the total does not exceed 13 weeks. Management has agreed to review this issue, and to consider the availability of 1.5 days of FWH leave for work-sharers on a 75% pattern of attendance, and the continuation of work-sharing following promotion.

### E-working

Management has agreed to consider the union's request for more formal guidelines on e-working. Current arrangements vary considerably across civil service departments.

### Review of equality and diversity policies

A review of civil service equality and diversity policies is to begin in 2019 in the context of a 'people strategy'. Information on the gender make-up of grades will be provided to the union.

### Health and safety

Fórsa is an active participant in the Irish Congress of Trade Union's Health and Safety Committee, which has been raising awareness of work-related mental health, and has been working with the Health and Safety Authority to increase the number of safety representatives in Irish workplaces.

The number of workplace-related accidents fell by 23% in 2018, according to the Health and Safety Authority (HSA). Thirty-seven people lost their lives in workplaces, which was ten fewer than in 2017 and the lowest figure since the establishment of the HSA in 1989.

A new European Union directive on carcinogens will be put in place in 2019. This has come as a result of more 100,000 deaths attributed to cancers caused by working conditions across EU member states each year.

### Zero-hours contracts

In January 2019, Fórsa welcomed the introduction of legislation which bans zero-hour contracts in virtually all circumstances. The Employment (Miscellaneous Provisions) Act, 2018, passed through both houses of the Oireachtas in December and was signed into law on Christmas day 2018. The legislation, which came into force in March 2019, includes provisions on minimum payments for employees called in and sent home again without work. It also requires employers to give workers basic terms of employment within five days. Unions, which had campaigned hard for these reforms, said there was still an urgent need for greater protection for workers in the so-called gig economy.

### Bogus self-employment

In February 2019, the Irish Congress of Trade Unions (ICTU) released a policy-summarising factsheet on bogus self-employment as part of its continuing campaign on the issue. The factsheet addresses the negative impact of deliberate misclassification of employees on workers, the state and society. The term 'bogus self-employment' describes situations where employers deliberately misclassify workers as self-employed subcontractors in order to pay them less, reduce their social insurance and pension contribution requirements, dodge benefits like sick leave, and avoid meeting basic employment law protections.

# Civil Service-wide issues

## Access to the Workplace Relations Commission and Labour Court

Discussions with the Department of Public Expenditure and Reform about civil servants' access to the Workplace Relations Commission (WRC) and Labour Court resumed. This move will see civil servants moving to the State industrial relations machinery for the first time since the establishment of the Labour Court in 1946. Discussions are currently focussing on what aspects of the civil service conciliation and arbitration scheme, such as the General Council and departmental councils, will be retained. The issue of staffing and related matters will be to the fore as the WRC and Labour Court prepare for the transfer.

## Higher scales

Fórsa secured significant improvements in the proportion of clerical officers working on higher scales. The percentage was increased from 15% to 20% in 2018, and to 25% in January 2019. The union is seeking further advances, but this will be difficult to achieve in light of the recent improvements.

## Leave and related issues

Fórsa secured two days' additional annual leave – one each after 12 years' and 14 years' service – for clerical officers, executive officers and related departmental grades in 2018. Related claims seeking to increase the overall threshold of annual leave and other special leave, such as force majeure, have been rejected in the context of the recent annual leave increase. The union is

contemplating a third-party referral. The annual leave circular is to be reviewed shortly and the union will seek to abolish the three-year carry-over rule, which can cause difficulties including a loss of leave.

It has also been agreed that statutory annual leave accrues when an individual is on TRR and/or zero rate of pay due to certified sick leave. Periods of sick leave at full and half pay will retain full annual leave entitlements. This was in response to a European court ruling under the EU working time directive.

## Shared services

The union is preparing for an official civil service-wide survey of members to identify issues in HR shared services, following engagement with a high-level steering group. Action plans will then be developed to address the issues that emerge. Fórsa has been critical of the pace of business on this matter, but the union has remained involved at least until the civil service-wide survey is completed.

The official survey follows a Fórsa survey conducted in 2018, which found that over 80% of members had experienced problems with the centralised pay and leave system. The survey results were launched at Fórsa's 2018 Civil Service Division Conference, which passed motions calling for a review of the centralised HR shared services system then known as PeoplePoint. Conference motions also called for PeoplePoint to be scrapped, and for HR services to be returned to individual departments and agencies.

More than half of the 1,079 civil servants who responded to the Fórsa survey said their pay had been affected by problems encountered with PeoplePoint. Another 18% said their sick

pay had been affected, and 6% said pension payments had been hit. The largest single problem encountered was overpayments, which staff must repay (23%), followed by problems with sick leave reconciliation (21%), annual leave (19%), payment of increments (17%), pay adjustments following promotion (13.5%), underpayments (9%), pensions and parental leave (7% each).

Some 67% said there were delays resolving their problem and 53% complained of poor communications. While 31% said they were satisfied with the way their query had been processed and resolved, 37% said they were not. Almost a third said they were still awaiting an outcome. Only 15% said they had registered a formal complaint, with over half saying they were unaware of complaints procedures.

## Mobility scheme

Discussions aimed at extending the new civil service mobility scheme to Dublin are underway, with the target of having it introduced in the capital by the end of June 2019. The Department of Public Expenditure and Reform (DPER) mobility team has also started work on extending the scheme to higher executive officers and administrative officers. Over 4,000 clerical officers and executive officers have applied for transfers since the scheme was launched in September 2018. More than 400 pre-offers have been made, and more than 50 transfers had taken place by the end of 2018.

The treatment of transfers from the city centre to suburban offices is a significant issue in the Dublin-phase talks. There are also concerns in departments that are already experiencing significant levels of staff churn. Other issues include reasonable accommodation for civil servants with disabilities. Fórsa has achieved revisions to the terms of the scheme to ensure that staff with disabilities have equal opportunities to access the mobility scheme, and to avoid unintended negative impacts on staff members with disabilities.

## Probation guidelines

The union has reached agreement on new guidelines governing the management of probation in the civil service. These guidelines should bring a level of consistency across departments and organisations in the treatment of staff on probation, following both recruitment and promotion.

## Disciplinary code

Fórsa is resisting Department of Public Expenditure and Reform proposals to devolve sanction for dismissal to principal officer level. Meanwhile, a new disciplinary code for staff on probation has been agreed. This is a welcome development because, while the new code is not as robust as the main one, it gives staff on probation access to a disciplinary process for the first time.



Head of Division, Derek Mullen speaking at the Civil Service Conference 2018.

## Attendance management

Proposals for a new attendance management policy have run into difficulty because management wants to adopt the same approach as the underperformance policy, which allows for warnings under the disciplinary code. Fórsa has argued that this hasn't been effective in tackling underperformance, and should not be adopted for attendance management. The union has also objected to proposals for long-term and serious illness absences to be treated under the same category as other attendance issues. While both scenarios merit attention, the union will not agree to members being placed on attendance management plans because they have a serious illness.

## Artificial intelligence and robotics

Fórsa made a submission to the Department of Public Expenditure and Reform as part of its response to civil service management proposals for the procurement of new technologies. This followed an automation pilot in a small number of civil service departments. The union submission, which is available on the Fórsa website, sets out principles that should be reflected in the roll-out of new technologies.

Fórsa support for the introduction of technological change and greater automation will be contingent on management's commitment to these principles, which aim to protect service quality, customer satisfaction, jobs and incomes. The union has argued that the Revenue Commissioners and other offices have been able to deploy new forms of work organisation to improve services and performance, rather than reduce jobs. It also

said new technologies have the potential to improve work-life balance and staff control over their working time.

## Red weather alerts

Fórsa and other unions are still in discussions on future arrangements for red weather alerts. Compensatory arrangements, including the availability of TOIL, have caused difficulties for staff providing essential services during exceptionally bad weather. Appropriate time or leave credits for staff unable to get to work has also been problematic.

## Promotion policy

The Fórsa Civil Service Divisional Executive Committee (DEC) has been conducting a review of competitions policy on foot of 2018 conference motions and the increased volume of competitions. Arrangements introduced in 2013 were designed to ensure that the pool of qualified candidates for promotion was not restricted by a worker's current salary band. They moved away from a requirement to have worked for a defined period in the grade below the post to be filled, towards a system based on the experience, knowledge and skills required for the vacant post. This positive agreement increased the number of potential candidates for competitions, which raised questions about selection methodology, particularly shortlisting.

The Public Appointments Service (PAS) and DPER have defended the testing processes for shortlisting in large volume competitions during discussions with the union. These include a wide range of techniques including psychometric tests, job simulation, online tests, personality questionnaires, and interviews.

The union has received many complaints about technical and substantive aspects of the various processes, including scoring and feedback. The use of online testing has also been problematic, with at least one major failure in a Garda civilian competition (see below). The union has also raised the question of reasonable accommodation for staff with disabilities, and says there is evidence of discrimination. Based on earlier analysis, particularly of the 2014 executive officer (EO) competition, there is also prima facie evidence of age-based discrimination.

Fórsa has also raised concerns about aspects of the Commission for Public Service Appointments' review procedures. Of the 83 complaints received and examined by the Commission in 2017, 18 were deemed invalid, 19 were deemed premature and 46 were deemed valid. To date 35 complaints have been examined with a formal decision issued by the Commission. Of these five were upheld, seven were partially upheld, and 23 were not upheld.

The main themes arising in complaints from candidates include training, selection of interview board members, management of connections between candidates and board members, management of shortlisting, the provision of feedback to candidates, and reference-checking.

All civil service unions have raised similar concerns and discussions are continuing with DPER, PAS, and individual departments on the mechanisms for interdepartmental and departmental competitions. Fórsa has also reached agreement that, rather than using the PAS process for shortlisting at EO level, departments should reach local agreement on shortlisting mechanisms.

The union has also proposed that departmental panels should be split to take account of the seniority and suitability issues as well as longer service requirements and work experience. Revenue has already taken this approach in recent staff officer and higher executive officer competitions for staff with long service. This arose from specific adjudication findings and may not easily be replicated.

## Sequence arrangements

Fórsa reached agreement over recruitment and promotion sequences for the EO grade under the auspices of the Public Service Stability Agreement (PSSA). The new temporary sequence, which applies from August 2018 until the end of July 2021, means 40% of competitions will open, 30% will be interdepartmental and 30% will be departmental. The sequence will be open, internal, interdepartmental, open, internal, open, interdepartmental, open, internal, and interdepartmental. The previous sequencing arrangement was 50% open, 25% internal and 25% interdepartmental.



Jack Nugent (Oireachtas Executive Branch), Amanda O'Hara (DEASP Executive Grades Branch) and James Hagan (Oireachtas Executive Branch).

Once the mobility scheme is in place, every second interdepartmental sequence will be replaced with a mobility one if an EO has moved to the department or office on mobility.

There is provision for one in six HEO-level posts to be filled openly, but only specialist posts can be filled externally. The proportion of posts to be filled from interdepartmental promotion competitions at HEO level remains at 40%. This means that in a sequence of vacancies, the second and fourth are filled from the interdepartmental panel and the balance is filled departmentally.

In recent years, the Arbitration Board decided that one-third of AP posts should be filled by open competition, with one-third filled interdepartmentally and one-third departmentally.

Competition data for open and interdepartmental competitions shows that significant numbers of internal candidates are successful in open competitions, with an average of 70% of posts filled by civil servants.

### Temporary clerical officers

The Fórsa DEC expressed concern over the high numbers of temporary clerical officers in the civil service, particularly in social protection. At the end of August 2018 there were 1,773 (full-time equivalent) temporary clerical officers. The union is contemplating seeking a revision of the agreement on the use of temporary staff to ensure that the numbers are reduced to acceptable levels, and that fixed-term contracts do not become the norm for long-term projects.

### ICT apprenticeships

Following consultation with Fórsa, and arising from commitments in the PSSA, the Public Appointments Service has advertised the first two-year pilot apprenticeship scheme, which will see participants spend half their time in college and the balance in civil service departments. The apprenticeship salary will be linked to the EO scale. The union is continuing to discuss career path issues for serving staff.

# Departmental issues

### Department of Employment Affairs and Social Protection

Industrial relations difficulties have continued in the Department of Employment Affairs and Social Protection (DEASP), with management intransigence on issues like the shorter working year. Fórsa has also been in discussions on the provision of online services as digitalisation continues to be a feature.

Fórsa called for an urgent review of civil service IT systems, including an over-reliance on external IT consultants in DEASP and other government departments and agencies. IT inadequacies caused problems in illness benefit payments in 2018, with significant delays in payments to claimants. Staff made huge efforts to get people paid, while suffering the brunt of customer dissatisfaction.

During negotiations with management on the issue, the union sought a reversal of the new payment policy. It also identified priority fixes for the IT system and special measures to deal with backlogs. The union pledged to continue to work closely with the department on the implementation of measures to deal with the problems.

### Front office-back office (FO/BO)

Front office-back office (FO/BO) is a programme of restructuring how services are provided to DEASP customers. The concerns in INTREO offices where it has been introduced relate to staffing, increased work pressures, higher stress and absenteeism, training needs, staff welfare, and security issues. There have also been restrictions to work-life balance and flexible working initiatives. Discussions are ongoing, and a slowing of the roll-out was agreed because of the difficulties in illness benefit (see above).

### Special Investigation Unit allowance

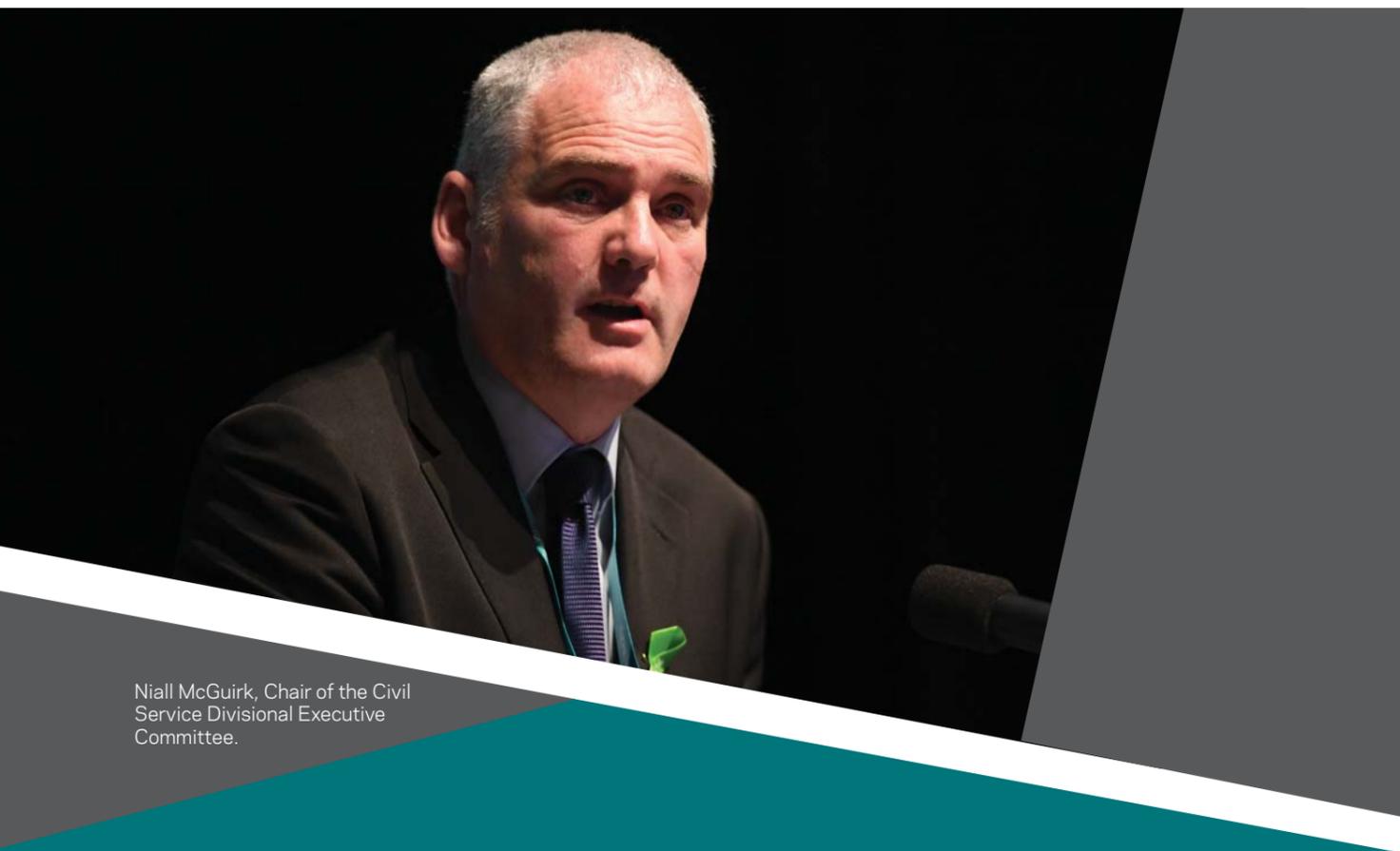
Fórsa has entered a claim for an increase in the DEASP Special Investigation Unit (SIU) allowance to ensure that the net pay of those who receive it is no less than it was at the end of 2018. The union has sought clarification on the change in treatment of the allowance and insists that nobody in receipt of it should suffer any retrospective change to the treatment of the allowance.

### JobPath scheme

Fórsa welcomed the end of referrals to the JobPath scheme, which was announced early in 2019, and sought a Government commitment that outsourcing of job activation work would cease. The union says the work should be carried out by departmental staff and community-based organisations like job clubs and the local employment service. Turas Nua and Seetec, the two private companies contracted to operate the scheme, received the combined sum of €149 million to place long-term unemployed people in employment. However, only 9% of them were still in employment after one year.

### Mobility

Fórsa is in discussions with management on filling vacancies within zones. The union achieved an agreement to ensure that all CO vacancies in Letterkenny would be filled by COs serving in Buncrana, but a number have been filled by direct recruitment because of a difference in interpretation of the agreement. Fórsa is working to resolve this matter. Another agreement recognised that COs and EOs with inter-departmental transfer requests within a zone would be retained on those lists following the introduction of the civil service mobility scheme.



Niall McGuirk, Chair of the Civil Service Divisional Executive Committee.

## Revenue Commissioners

Major reorganisation and high-level discussions on the realignment project were ongoing in Revenue as this report went to print. Fórsa has raised concerns over the operational model arising from these changes and proposals, including the physical distances between the locations of some managers and their staff and the possibility that audit staff may have to travel long distances within their realigned divisions.

### Brexit

Fórsa has reached agreement on the recruitment of additional Revenue staff to deal with post-Brexit east-west trade. As this report went to print, this has resulted in the recruitment of approximately 400 extra staff at CO, EO and HEO levels. They are working 24-7

rosters, with a 25% shift allowance and a Sunday premium rate. Depending on the nature of Brexit, more than 600 additional trade facilitation officers could be in place by the end of 2019.

Revenue's declared post-Brexit objective is to facilitate legitimate trade, to and through the UK, as speedily and efficiently as possible. Its focus is on assisting businesses to assess the impact of Brexit and benefit from simplifications and procedures available under the union customs code, which could minimise the potential negative impacts of the UK's departure from the EU.

Preparations are well advanced, with priority being given to ensuring that IT systems can support smooth and efficient trade flows. It is expected that systems will have the capacity to deal with an increase in volumes of customs procedures for UK-related movement of goods and animals.

Fórsa is also in discussions on a number of other customs issues including the location of enforcement officers at Dublin airport and the loss of the much valued security derogation there. The enforcement allowance is also being discussed at a senior level in Revenue and the Irish Aviation Authority.

### PAYE modernisation

The union was in discussions throughout 2018 about staff availability on helplines in advance of the implementation of PAYE modernisation on 1st January 2019. This major change in the collection of income tax went smoothly.

### Accounting technician apprenticeship

Fórsa reached agreement on the introduction of an accountant technicians' apprenticeship scheme, under the umbrella of the national apprenticeship programme, on foot of a clause in the Public Service Stability Agreement (see above).

## Department of Agriculture, Food and the Marine

Brexit preparations have featured strongly in the Department of Agriculture, Food and the Marine, and staff have been asked to express interest in posts and inspection facilities at border and frontier posts in the event of a hard Brexit.

### Agriculture No.1 Branch

Technical agricultural officers and supervisory agricultural officers have continued discussions with management on issues related to inspections of farms, livestock and other agricultural products. Recruitment of staff and training were part of a lengthy agenda pursued with management. A claim for an allowance for staff required to secure and be responsible for department equipment whilst away from work was also made.

### Partnership agreement

A sub-group of management and staff is to discuss the implementation of a form of central partnership in the department. This followed discussions on the reinvigoration of the process and the process of selecting staff representatives,

## Department Of Justice

Fórsa and other unions continue to assess the transformation project, which is to split the department into Home Affairs and Justice, and Equality and Law Reform. A sub-committee is monitoring the project and dealing with the controversial proposed work analysis study that will assess staffing needs in advance of what is one of the biggest changes seen in the department. Discussions are also continuing on the removal of the Irish Prison Service and Data Protection Commissioner from the department.

### Garda civilians

Discussions and briefings are continuing in relation to the hybrid policing model, further civilianisation, a performance accountability framework, the Garda mobility project, the Gardaí performance management and learning framework, and computer-aided dispatch.

Issues continue in GISC Castlebar regarding staffing requirements for the crime reclassification project, where delays in vetting are holding up the employment of COs, and a number of COs are acting at EO level.

There are four pilot areas for the hybrid policing model: Dublin South Central, Cork City, Mayo and Galway, while the finance hub will centralise financial work in one location. Agreements to prevent financial EOs being forced to travel to the central locations were reached with chief superintendents in Mayo and Galway. An agreement in Cork will see two EOs temporarily move for two months. Two Cork City EOs will be trained to take over this work, after which the others will return to their original locations.

Fórsa and the AHCPs met with the new Garda Commissioner late in 2018 to discuss the Commission on the Future of Policing, civilianisation, funding for training, PMDS, communications, the divisional policing model and other pilot schemes, and future negotiations.



Yvette Kelly,  
Justice and Equality  
Executive Grades  
Branch.



Daniel Copperthwaite,  
Dublin Central DEASP  
Branch.

Towards the end of 2018, the union took up the issue of EO shortlisting using psychometric testing. The tests were carried out remotely and some members with restricted wifi were excluded from the competition. The test had to be carried out again in PAS centres in late January because the technology collapsed on the day of the original test.

Discussions continue on the proposed merger of the technical bureau and Forensic Science Ireland, and the restructuring of IT.

#### **Border Management Unit (BMU)**

Health and safety and accommodation issues have dominated discussions on behalf of members in Dublin airport, along with the Sunday premium which is paid to other staff. Management also proposed to hold an open competition for immigration control officer vacancies, and said successful candidates from the civil service would have to resign. Fórsa objected to this and is expecting a positive outcome to this dispute following intervention from the Department of Public Expenditure and Reform.

#### **National Shared Services Office**

The National Shared Services Office (NSSO) was established by legislation in 2018, though its constituent parts - HR, shared services, and payroll - have been operational for some time. The financial management of aspects of the project are not yet in place. Fórsa expressed concerns over staffing levels, particularly on the HR side of NSSO where service problems continue in the wider civil service (see above). Training and grade appropriateness of work are also being pursued by the union. One major case concerning CO duties has been referred to the civil service adjudicator.

#### **FGE grades**

Fórsa is in discussions in General Council about recruitment issues for service grades. The union has also engaged with management about duties and staffing arrangements for service attendants and cleaners at the Garda College, where the union is seeking to have four part-time relief cleaners made permanent.

The union also made claims for the payment of allowances in the Department of Justice and Equality, while the Department of Agriculture, Food and the Marine (DAFM) has agreed to recruit a head service officer for its Kildare Street premises and an extra service officer for Johnstown House in Wexford.

A competition for service officers in the Revenue Commissioners was also launched following representation from the union, which is also addressing attempts to bring in private contractors to replace some FGE grades in DAFM Portlaoise and the Department of Communications, Climate Action and Environment.

# Appendix



Full hall of delegates at the Civil Service Divisional Conference, 2018.

# Salary scales

Revision of salaries with effect from 1st January 2019 (unless otherwise stated).

## General service grades: staff appointed after 6th April 1995

**Secretary General I (PPC)**  
199,136

**Secretary General II (PPC)**  
199,136

**Secretary General III (PPC)**  
188,750

**Deputy Secretary (PPC)**  
173,131

**Assistant Secretary (PPC)**  
134,307 - 140,379 - 146,961 - 153,528

**Principal Higher (PPC)**  
92,172 - 95,861 - 99,569 - 103,268 - 106,424 - LSI 1 109,747 - LSI 2 113,072

**Principal (PPC)**  
85,823 - 89,356 - 92,862 - 96,365 - 99,375 - LSI 1 102,465 - LSI 2 105,552

**Assistant Principal Higher (PPC)**  
72,794 - 75,466 - 78,144 - 80,820 - 83,498 - 85,061 - LSI 1 87,716 - LSI 2 90,374

**Assistant Principal (PPC)**  
66,495 - 68,898 - 71,289 - 73,687 - 76,080 - 77,460 - LSI 1 79,876 - LSI 2 82,300

**Administrative Officer (PPC)**  
31,848 - 34,250 - 34,935 - 37,942 - 41,791 - 44,719 - 47,650 - 50,590 - 53,521 - 56,441 - LSI 1 58,466 - LSI 2 60,486

**Administrative Officer Higher Scale (PPC)**  
44,719 - 47,650 - 50,590 - 53,521 - 56,441 - 58,466 - 60,459 - 62,454

**Higher Executive Officer (PPC)**  
48,028 - 49,432 - 50,832 - 52,233 - 53,638 - 55,040 - 56,441 - LSI 1 58,466 - LSI 2 60,486

**Higher Executive Officer Higher Scale (PPC)**  
50,832 - 52,233 - 53,638 - 55,040 - 56,441 - 58,466 - 59,792 - 61,122 - 62,454

**Executive Officer (PPC)**  
29,609 - 31,329 - 32,460 - 34,364 - 36,071 - 37,720 - 39,364 - 40,974 - 42,600 - 44,181 - 45,812 - 46,891 - LSI 1 48,427 - LSI 2 49,960

**Executive Officer Higher Scale (PPC)**  
32,460 - 34,364 - 36,071 - 37,720 - 39,364 - 40,974 - 42,600 - 44,181 - 45,812 - 46,891 - 48,427 - 49,568 - 50,712 - 51,858

LSI 1 after 3 years satisfactory service at the maximum.  
LSI 2 after 6 years satisfactory service at the maximum.

**Clerical Officer (PPC)**  
23,572 (451.74) - 25,114 (481.30) - 25,507 (488.81) - 26,270 (503.46) - 27,398 (525.08) - 28,523 (546.64) - 29,649 (568.22) - 30,469 (583.92) - 31,553 (604.71) - 32,638 (625.48) - 33,401 (640.12) - 34,474 (660.68) - 35,540 (681.12) - 37,204 (713.00) - LSI 1 38,512 (738.07) - LSI 2 39,112 (749.56)

**Clerical Officer Higher Scale (PPC)**  
26,270 (503.46) - 27,398 (525.08) - 28,523 (546.64) - 29,649 (568.22) - 30,469 (583.92) - 31,553 (604.71) - 32,638 (625.48) - 33,401 (640.12) - 34,474 (660.68) - 35,540 (681.12) - 37,204 (713.00) - 38,512 (738.07) - 39,112 (749.56) - 39,922 (765.09)

**Head Services Officer (PPC)**  
600.62 - 619.90 - 633.02 - 652.11 - 671.18 - 690.27 - LSI 1 713.02 - LSI 2 738.08

**Services Officer (PPC)**  
424.71 - 450.04 - 459.59 - 479.80 - 497.84 - 508.64 - 521.28 - 536.47 - 562.45 - LSI 1 575.26 - LSI 2 595.73

**Services Attendant (PPC)**  
418.97 - 436.15 - 459.59 - 467.03 - 482.41 - 500.46 - 516.20 - 533.94 - 555.71 - LSI 1 573.50 - LSI 2 588.37

**Cleaner (PPC)**  
405.55 - 432.22 - 439.68 - 457.12 - 478.05 - LSI 1 491.01 - LSI 2 503.99

## Grades common to two or more departments

**Engineer Grade I and Professional Accountant Grade I (PPC)**  
69,931 - 72,045 - 74,167 - 76,284 - 78,398 - 80,913 - LSI 1 83,776 - LSI 2 86,632

**Engineer Grade II and Professional Accountant Grade II (PPC)**  
60,967 - 62,360 - 63,750 - 65,146 - 66,538 - 66,908 - 68,261 - 69,632 - LSI 1 71,864 - LSI 2 74,102

LSI 1 after 3 years satisfactory service at the maximum.  
LSI 2 after 6 years satisfactory service at the maximum.

**Engineer Grade III and Professional Accountant Grade III (PPC)**  
30,987 - 33,387 - 33,987 - 36,983 - 39,988 - 42,995 - 46,002 - 47,858 - 49,710 - 51,573 - 53,425 - 55,282 - 57,139 - 58,992 - 60,856 - LSI 1 62,921 - LSI 2 64,981

**State Solicitor and Prosecution Solicitor (PPC)**  
32,153 - 34,576 - 35,271 - 38,305 - 42,188 - 45,153 - 48,106 - 51,077 - 54,040 - 56,988 - 66,495 - 68,899 - 71,289 - 73,687 - 76,080 - 77,460 - LSI 1 79,876 - LSI 2 82,300

**Law Clerk (PPC)**  
499.46 - 520.87 - 552.74 - 576.53 - 607.86 - 626.97 - 639.90 - 658.83 - 677.78 - 696.70 - 715.71 - LSI 1 735.26 - LSI 2 754.77

**Higher Legal Executive (PPC)**  
48,028 - 49,432 - 50,832 - 52,233 - 53,638 - 55,040 - 56,441 - LSI 1 58,466 - LSI 2 60,486

**Legal Executive (PPC)**  
32,943 - 34,920 - 36,490 - 38,002 - 39,371 - 40,597 - 41,835 - 43,071 - 44,313 - 45,513 - LSI 1 46,644 - LSI 2 48,119

**Senior Engineering Draughtsperson (PPC)**  
40,244 - 41,014 - 41,979 - 42,956 - 43,927 - 44,905 - 45,822 - LSI 1 47,311 - LSI 2 48,815

**Engineering Draughtsperson (PPC)**  
592.52 - 613.61 - 635.02 - 649.73 - 670.83 - 692.01 - 713.21 - 733.50 - 753.81 - 774.11 - 794.49 - LSI 1 820.35 - LSI 2 846.26

**Chief Superintendent Mapping (PPC)**  
50,154 - 52,504 - 54,854 - 57,197 - 59,548 - 61,891 - 64,239 - 66,239 - 67,620 - 69,632 - LSI 1 71,846 - LSI 2 74,102

**Superintendent Mapping (PPC)**  
44,518 - 46,061 - 47,346 - 48,619 - 49,906 - 51,196 - 52,452 - LSI 1 54,054 - LSI 2 55,647

**Examiner in Charge (PPC)**  
38,659 - 39,490 - 40,310 - 41,149 - 41,983 - 42,825 - 44,518 - LSI 1 45,864 - LSI 2 47,755

**Examiner of Maps (PPC)**

666.79 - 685.12 - 702.77 - 719.21 - 736.98 - 749.91 - LSI 1 774.52 - LSI 2 799.17

**Mapping Draughtsperson (PPC)**

499.85 - 506.83 - 523.80 - 540.81 - 557.94 - 575.04 - 586.25 - 602.82 - 618.66 - 628.39 - 644.09 - 659.75 - 675.52 - LSI 1 697.33 - LSI 2 719.18

**Senior Architect (PPC)**

65,115 - 67,435 - 70,705 - 73,969 - 77,243 - 80,913 - LSI 1 83,776 - LSI 2 86,642

**Architect (PPC)**

35,478 - 38,024 - 39,306 - 42,145 - 44,972 - 47,820 - 49,705 - 51,590 - 53,483 - 55,353 - 57,251 - 59,138 - 61,025 - 62,915 - 64,821 - LSI 1 66,899 - LSI 2 67,924

**Architectural Assistant Grade II (PPC)**

540.58 - 579.02 - 592.52 - 613.61 - 635.02 - 649.73 - 670.83 - 692.01 - 711.36 - 732.56 - 753.81 - 774.11 - 794.49 - LSI 1 820.35 - LSI 2 846.26

**Senior Laboratory Analyst (PPC)**

49,832 - 52,073 - 54,066 - 56,107 - 58,206 - 60,276 - 62,403 - 64,509 - 66,628

**Laboratory Analyst (PPC)**

32,660 - 34,019 - 36,176 - 37,198 - 38,172 - 40,475 - 41,962 - 43,460 - 44,990 - 46,515 - 48,043 - 49,584 - 51,138 - 52,709 - 54,231 - LSI 55,283

**Nightwatchman (PPC)**

424.39 - 448.43 - 460.30 - 478.41 - 496.05 - 506.43 - 522.02 - LSI 1 539.08 - LSI 2 558.64

**General service grades: staff appointed before 6th April 1995**

**Secretary General I**

199,136

**Secretary General II**

189,269

**Secretary General III**

179,384

**Deputy Secretary**

164,533

**Assistant Secretary**

127,623 - 133,394 - 139,646 - 145,899

**Principal Higher**

87,685 - 91,196 - 94,720 - 98,231 - 101,230 - LSI 1 104,392 - LSI 2 107,548

**Principal**

81,661 - 85,012 - 88,345 - 91,705 - 94,535 - LSI 1 97,471 - LSI 2 100,402

**Assistant Principal Higher**

69,278 - 71,818 - 74,368 - 76,905 - 79,450 - 80,931 - LSI 1 83,465 - LSI 2 85,990

**Assistant Principal**

64,232 - 66,569 - 67,856 - 70,129 - 72,405 - 73,721 - LSI 1 76,012 - LSI 2 78,311

**Administrative Officer**

30,339 - 32,937 - 33,274 - 36,132 - 39,788 - 42,573 - 45,357 - 48,151 - 50,933 - 53,712 - LSI 1 55,628 - LSI 2 57,549

**Administrative Officer Higher Scale**

42,573 - 45,357 - 48,151 - 50,933 - 53,712 - 55,628 - 57,526 - 59,422

**Higher Executive Officer**

45,717 - 47,052 - 48,379 - 49,709 - 51,040 - 52,379 - 53,712 - LSI 1 55,628 - LSI 2 57,549

**Higher Executive Officer Higher Scale**

48,379 - 49,709 - 51,040 - 52,379 - 53,712 - 55,628 - 56,887 - 58,153 - 59,422

**Executive Officer**

28,213 - 30,153 - 30,923 - 32,739 - 34,356 - 35,927 - 37,487 - 39,015 - 40,560 - 42,061 - 43,608 - 44,640 - LSI 1 46,095 - LSI 2 47,553

**Executive Officer Higher Scale**

30,923 - 32,739 - 34,356 - 35,927 - 37,487 - 39,015 - 40,560 - 42,061 - 43,608 - 44,640 - 46,095 - 47,181 - 48,266 - 49,352

**Clerical Officer**

24,279 (465.32) - 25,364 (486.10) - 26,079 (499.78) - 27,149 (520.31) - 28,219 (540.80) - 29,289 (561.31) - 30,057 (576.03) - 31,098 (595.96) - 32,126 (615.70) - 32,839 (629.34) - 33,854 (648.79) - 35,433 (679.07) - LSI 1 36,677 (702.89) - LSI 2 37,249 (713.86)

**Clerical Officer Higher Scale**

25,364 (486.10) - 26,079 (499.78) - 27,149 (520.31) - 28,219 (540.80) - 29,289 (561.31) - 30,057 (576.03) - 31,098 (595.96) - 32,126 (615.70) - 32,839 (629.34) - 33,854 (648.79) - 35,433 (679.07) - 36,677 (702.89) - 37,249 (713.86) - 38,016 (728.55)

**Head Services Officer**

577.74 - 590.59 - 608.86 - 627.23 - 639.33 - 657.45 - LSI 1 679.07 - LSI 2 702.89

**Services Officer**

414.84 - 428.52 - 440.84 - 457.27 - 473.94 - 491.04 - 503.25 - 510.63 - 535.43 - LSI 1 552.87 - LSI 2 572.95

**Services Attendant**

414.84 - 415.57 - 440.84 - 447.76 - 459.57 - 476.42 - 498.40 - 508.20 - 528.89 - LSI 1 545.85 - LSI 2 565.71

**Cleaner**

389.13 - 412.04 - 421.86 - 438.50 - 455.62 - LSI 1 467.46 - LSI 2 486.60

**Grades common to two or more departments**

**Engineer Grade I and Professional Accountant Grade I**

66,558 - 68,570 - 70,586 - 72,600 - 74,605 - 76,993 - LSI 1 79,716 - LSI 2 82,438

**Engineer Grade II and Professional Accountant Grade II**

58,006 - 59,334 - 60,652 - 61,979 - 63,302 - 64,625 - 65,943 - 67,282 - LSI 1 68,399 - LSI 2 70,521

**Engineer Grade III and Professional Accountant Grade III**

32,369 - 35,220 - 38,077 - 40,928 - 43,790 - 45,557 - 47,320 - 49,084 - 50,841 - 52,607 - 54,370 - 56,133 - 57,898 - LSI 1 59,866 - LSI 2 61,822

**State Solicitor and Prosecution Solicitor**

30,625 - 32,935 - 33,590 - 36,481 - 40,168 - 42,986 - 45,790 - 48,615 - 51,429 - 54,228 - 64,232 - 66,569 - 67,856 - 70,129 - 72,405 - 73,721 - LSI 1 76,012 - LSI 2 78,311

**Law Clerk**

482.21 - 502.85 - 526.09 - 548.67 - 579.11 - 597.35 - 615.50 - 627.58 - 645.60 - 663.62 - 681.66 - LSI 1 700.23 - LSI 2 718.76

**Higher Legal Executive**

45,717 - 47,052 - 48,379 - 49,709 - 51,040 - 52,379 - 53,712 - LSI 1 55,628 - LSI 2 57,549

**Legal Executive**

34,755 - 36,194 - 37,490 - 38,656 - 39,827 - 41,007 - 42,191 - 43,327 - LSI 1 44,405 - LSI 2 45,809

**Senior Engineering Draughtsperson**

38,319 - 39,051 - 39,967 - 40,905 - 41,820 - 42,749 - 43,620 - LSI 1 45,038 - LSI 2 46,462

**Engineering Draughtsperson**

569.74 - 584.65 - 604.80 - 624.98 - 638.99 - 659.09 - 679.26 - 698.56 - 717.85 - 737.14 - 756.48 - LSI 1 781.03 - LSI 2 805.63

**Chief Superintendent Mapping**

47,741 - 49,968 - 52,200 - 54,429 - 56,657 - 58,882 - 61,118 - 63,352 - 65,317 - 67,282 - LSI 1 68,399 - LSI 2 70,521

**Superintendent Mapping**

42,386 - 43,847 - 45,072 - 46,277 - 47,501 - 48,723 - 49,923 - LSI 1 51,440 - LSI 2 52,955

**Examiner in Charge**

36,811 - 37,604 - 38,387 - 39,180 - 39,976 - 40,774 - 42,386 - LSI 1 43,664 - LSI 2 44,946

**Examiner of Maps**

635.14 - 652.57 - 669.32 - 685.01 - 701.84 - 714.09 - LSI 1 737.52 - LSI 2 760.98

Mapping Draughtsperson

475.86 - 489.26 - 498.59 - 514.74 -  
530.98 - 547.33 - 563.57 - 579.88 -  
589.50 - 610.53 - 619.55 - 628.52 -  
643.44 - LSI 1 664.19 - LSI 2 684.90

Senior Architect

61,939 - 65,140 - 67,295 - 70,402 -  
73,509 - 76,993 - LSI 1 79,716 - LSI 2  
82,438

Architect

37,436 - 40,128 - 42,820 - 45,515 -  
47,309 - 49,099 - 50,889 - 52,684 -  
54,478 - 56,270 - 58,067 - 59,856 -  
61,670 - LSI 1 63,639 - LSI 2 65,622

Architectural Assistant Grade II

569.74 - 584.65 - 604.80 - 624.98 -  
638.99 - 659.09 - 677.47 - 697.66 -  
717.85 - 737.14 - 756.48 - LSI 1 781.03 -  
LSI 2 805.63

Senior Laboratory Analyst

47,424 - 49,560 - 51,450 - 53,391 -  
55,387 - 57,348 - 59,372 - 61,374 -  
63,385

Laboratory Analyst

31,416 - 32,718 - 34,429 - 35,429 -  
36,352 - 38,540 - 39,954 - 41,378 -  
42,830 - 44,278 - 45,729 - 47,195 -  
48,668 - 50,162 - 51,609 - LSI 52,607

Nightwatchman

442.10 - 455.98 - 472.25 - 489.00 -  
503.98 - LSI 1 513.12 - LSI 2 531.70

The logo for FORSA is positioned in the bottom right corner of the page. It features a red chevron symbol above the word "FORSA" in a bold, white, sans-serif font. The background of the page is a dark grey gradient, with a diagonal white line separating it from a teal gradient at the bottom right.

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**FÓRSA**



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