

## **PMDS**

The pilot phase of calibration rolled out for members in the early part of this year. The Association received a considerable amount of feedback from members which was raised at a number of meetings with DPER. The Association is also pursuing conference motions on the issue of calibration.

The revisions to PMDS now provide for independent review of evaluations of performance by an External Reviewer. This mechanism would only be activated where agreement is not achieved in the Division following the review procedures set out above.

A panel of suitably qualified External Reviewers will be established by the Department of Public Expenditure and Reform and the membership of the panel will be agreed between the Department and the Staff Panel of General Council.

Departments/Offices wishing to avail of the services of an External Reviewer will apply to the Department of Public Expenditure and Reform for referral of a member of the panel to conduct the review.

The costs associated with the engagement of an External Reviewer by a Department/Office will be borne by the Department/Office concerned.

Discussions progressed to the point where, in an effort to assist in concluding the issue, the Staff Side indicated that they would be willing to agree that the third party review would be confined to people who achieved a rating equivalent to 1, 2 or 3 under the old rating system.

For its part, the Official Side wish to restrict appeals to those who have a rating equivalent to 1 or 2.

The matter is therefore the subject of disagreement and will be referred for third party arbitration/adjudication.