

Deployment of staff in locations in Dublin (draft September 2007)

Approach to deployment of staff in Dublin to and from different work locations

1. It has been agreed under the Dublin Arrangements that staff serving in areas which are being decentralised and who wish to remain in Dublin will have to be reassigned, if possible to other posts in their existing Departments or Offices or else to other Departments or Offices.
2. Staff due to be reassigned may express preferences in relation to the organisations to which they would like to transfer. If Dublin city centre staff are interested in working in a specific location, they may apply to move to that location after moving to the new Department or Office, who will deal with their application in accordance with their normal internal procedures. While every effort will be made to facilitate staff in relation to location, issues such as grade, timing and business requirements may not always coincide to allow Departments and Offices to guarantee that staff preferences can be met in all cases.
3. The OPW are in favour in principle of retaining and extending the existing range of locations outside Dublin city centre insofar as this is possible in the context of meeting the business requirements of remaining public bodies in Dublin. Final decisions will be dependent on the need to achieve value for the money expended on the State's property portfolio as a whole as well as the business needs of the organisations. There can be no guarantee therefore that any of the existing offices will be retained.
4. When a property in a Dublin suburban location is being vacated by a decentralising organisation, staff in that property will move into a city centre location for a transitional period while decisions are being finalised by the OPW on the continued use of that property and, if it is being retained, while any necessary refurbishment takes place and decisions are made about the selection of appropriate business units to locate there.
5. Where it is considered reasonable by the OPW to retain the property in the suburban location or acquire a new property in that location and to locate another organisation in it (either in part or as a whole) it is proposed that the following arrangements will apply with respect to the assignment of staff (other than those represented by the CPSU) to that property:
 - a) Where an existing Department or Office is to be moved (either in part or as a whole) to the vacated property, staff in that organisation will have first call on assignment to the posts moving to that property. Such moves will be primarily a matter for that organisation and any staff concerns arising should be addressed in the first instance at Departmental Council level;
 - b) Where a newly established organisation is to be located (either in part or as a whole) in the vacated property, staff in that organisation's parent Department will have the first call on assignment to the posts moving to that location;
 - c) If the trawl above yields an insufficient number of volunteers for the location, the remaining post(s) will be offered in the first instance to the staff who last served in the decentralising post(s). The consequential vacancies will be filled from the Dublin Arrangements where necessary. The posts involved would not be offered to those who left the premises on foot of a promotion or on a voluntary lateral transfer basis;

- d) If the trawl above yields an insufficient number of volunteers, the remaining posts will be offered on a seniority basis to staff registered on the Dublin Arrangements;
 - e) If the trawl above yields an insufficient number of volunteers, the posts will be circulated to any Department/Office in Dublin not previously circulated under the steps outlined above, with the posts being offered on a seniority basis and the consequential vacancies being filled from the Dublin Arrangements where necessary;
 - f) In the event that there are no volunteers following the completion of the preceding steps, the parent Department/Office will assign a sufficient number of its staff on a last-in-first-out basis to make up any shortfall, with the consequential vacancies being filled from the Dublin Arrangements if necessary. Such moves will be primarily a matter for that organisation and any staff concerns arising should be addressed in the first instance at Departmental Council level.
6. As with the decentralisation programme generally, compensation will not be payable in respect of assignments made under this protocol.

Review arrangements

7. The Central Decentralisation Unit (CDU) will continue to convene regular meeting of the DLO Group at which issues in relation to operation of these arrangements will be reviewed. Any amendments considered necessary either on foot of these meetings or on foot of concerns raised by the staff unions will be brought by the CDU to relevant staff union on a bilateral basis or to the General Council Sub Committee on Decentralisation for discussion and resolution if appropriate.

Central Decentralisation Unit
September 2007