

## **Staff remaining in Dublin**

### ***Introduction***

1. There is a need to address the position of staff who want to remain in Dublin but who will have to transfer to other departments as there will no longer be posts available in Dublin in their existing department.
2. The document which provided the framework for the operation of the CAF and subsequent transfers stated that:

“Staff serving in areas which are being decentralised and who wish to remain in Dublin will also have to be reassigned, if possible, to other posts in their existing Departments and Offices or else to other Departments and Offices. Detailed arrangements for managing this will be discussed between the management and staff sides at a later stage when a clearer picture has been established of the numbers involved. The aim will be to ensure that, so far as possible, only one move between Departments takes place

Where some but not all of the relevant staff in a grade are to be transferred to other posts in the Dublin area the selection of those to transfer will initially be done on the basis of volunteers. If there are insufficient volunteers, the “last in first out” principle will apply. A system will be put in place to allow staff to indicate preferences on where they would wish to transfer to although it must be recognised that it will not always be possible to meet these wishes.”

### ***Overall approach***

3. Departments will be asked to identify the numbers of staff in each grade who are likely to have to move to another department in order to remain in Dublin. The number of staff who will actually be affected in this way will change as implementation of the decentralisation programme proceeds. However, for current planning purposes, departments may assume that it would equate to the difference between:-

- (i) the number of posts to be decentralised in each grade; and
- (ii) the number of staff in the same grade in the department who have applied for decentralisation either with their existing department or with another department.

4. In the case of departments which are decentralising in full, each member of staff who has not applied to decentralise with their existing or another department would be invited to express preferences for where they would like to go (based on a list of departments and locations remaining in Dublin).

5. In the case of departments which are decentralising in part, each member of staff who has not applied to decentralise with their existing or another department would be asked whether they would be interested in volunteering to move out of the department and, if so, would be invited to express preferences for where they would like to go (based on a list of departments and locations remaining in Dublin).<sup>1</sup>

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<sup>1</sup> It may prove necessary in due course to make up any shortfall by identifying the most junior people in the grade (excluding those who have applied to move to decentralised locations).

6. It will be made clear to the officers concerned that it will not be possible to guarantee that it will be possible to meet these preferences in all cases.

7. The PAS, on behalf of the Department of Finance, would provide departments with a list of departments and locations remaining in Dublin. Departments would, in turn, provide the PAS in due course with details of the staff members concerned and their preferences in regard to Dublin locations.

***Posts arising in the context of lateral transfers***

8. As inter-departmental transfers proceed, situations may arise where an applicant who is interested in relocating with one of the early mover departments is from a department/office which is not decentralising. In such cases, the departments concerned may proceed with the transfer on the basis of the volunteer being offered a post by the relocating department and the resulting Dublin vacancy being filled on a voluntary basis by someone from the relocating department.<sup>2</sup>

9. Similarly, a department which is only partly decentralising may be prepared to release someone who is interested in relocating with one of the early mover departments and to accept in return someone from that department who wishes to remain in Dublin and who wishes to move to the department concerned on a voluntary basis.

10. If, in the circumstances described at paragraphs 8 and 9, no volunteer for a “Dublin” post is forthcoming from the relocating department, that department shall consult the PAS to establish whether someone in another department has expressed a preference for a Dublin post in that department/location. In that event, the departments involved will work together to facilitate, if at all possible, the preferences of the person who wishes to relocate with one of the early mover departments and the person who has expressed a preference for the resultant Dublin post.

***Posts arising in the context of promotion***

11. {to be discussed in the context of the ongoing discussions on promotion}

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<sup>2</sup> Where there is more than one volunteer, preference will be given on the basis of seniority in the grade.