

Allocation of Standard and Higher posts

AP standard and AP higher posts are not independently distinguished on CAF and are all shown as AP posts.

Departments and Offices should ensure that they distinguish clearly between a substantive AP higher post and an AP standard receiving AP higher pay on a personal basis.

Under the AHCPS PCW 1% settlements (and in the integration in the Revenue Commissioners) some APs were given AP higher pay on a personal basis. In these cases, the post held by the recipient is an AP standard post because the additional payment relates to the person and not to the post.

An AP whose salary was upgraded to AP higher in a personal capacity will be treated as an AP Standard for lateral transfer purposes in allocating AP standard posts. In such cases, seniority is counted from the date of appointment as an AP standard. All references below to AP standard include APs whose salary was upgraded to AP higher in a personal capacity.

Allocation of AP Standard Posts

- Where an AP higher and an AP standard have applied for an AP standard post, the post will be allocated to the AP standard.
- In the absence of an AP standard application, the post can be allocated to an AP higher who will retain the additional AP higher pay in a personal capacity.
- Ranking table for AP standard posts shows the basis on which the posts are allocated.

Allocation of AP Higher Posts

- Where an AP higher and an AP standard have applied for an AP higher post, the post will be allocated to the AP higher.
- If there is an excess of AP higher applicants, the post will be allocated on the basis of seniority in the AP higher grade.
- Seniority for AP higher posts is counted from the date of appointment to the AP higher grade.
- If there are no AP higher applicants, the post will be allocated to the most senior AP standard, following consultation with Department of Finance.
- Ranking table for AP higher posts shows the basis on which the posts are allocated.

The position of PO standard and PO higher is similar to that laid out for APs.