

Mr Sean O Riordain
General Secretary
Association of Higher Civil and Public Servants

Dear Sean

I am writing to you following our recent discussions with Dave Thomas and yourself about our Decentralisation Discussion Paper Proposals on General Service Grades Promotion – 14 June 2005 Draft.

You indicated, inter alia, that in a situation where a Department was decentralising over a long time frame, with different sections gradually moving, your Executive Committee was concerned that all internal promotions would cease 52 weeks before the first section decentralised and that this would continue until the final section moved perhaps many years later.

This is addressed in paragraph 8 [iv] of our draft proposals. In the event, for instance, that there are no decentralisation requirements for specific grades, e.g. no Principal or Assistant Principal level post decentralising, there will be no decentralisation tag put on internal promotion to those grades. Equally, if only a small section of a department is moving with, say, one unfilled Principal post, then the decentralisation tag can only be attached to one and not to all Principal level promotions, i.e. this would be done on a pro rata basis to be agreed. We would intend that there would be a direct relationship between the number of posts requiring to be decentralised and the number required to carry a decentralisation tag and there is no intention on our part that a long drawn out decentralisation process would be used to require that a disproportionate number of internal promotions would carry a decentralisation tag. We also intend that the actual triggering of a decentralisation requirement for internal promotions would relate to the extent to which actual decentralisation of posts would come within a 52 week time frame.

It is clearly impossible at this stage to anticipate every eventuality and it is for this reason that paragraph 8 [4] of our draft envisages discussions between the Department of Finance, the relevant Department and the Staff Side at the appropriate time, i.e. when the 52 week period is being agreed centrally at the General Council Sub Committee on Decentralisation as provided for in paragraph 9 of our draft proposals.

I hope that this response satisfactorily clarifies the matter for your Executive Committee.

Yours sincerely

John O Connell
Assistant Secretary

