



DEPARTMENT OF JUSTICE, EQUALITY AND LAW REFORM
AN ROINN DLÍ AGUS CIRT, COMHIONANNAIS AGUS ATHCHÓIRITHE DLÍ



21 November 2012

Ms Niamh Maguire
Committee Secretariat
Committee of Public Accounts
Leinster House
Dublin 2

Dear Ms Maguire

At my appearance before the Committee of Public Accounts on 25th October on the review of civil service allowances in payment under Vote 21 (Irish Prison Service) and Vote 24 (Justice & Equality) I undertook to provide the Committee with information on a number of issues as set out in your letter of 7th November 2012.

1. The number of staff working on payroll processing for the Department in the Financial Shared Services Centre in Killarney

The Financial Shared Service (FSS) Centre, located in Killarney, Co. Kerry, employs 176 full time equivalent (FTE) staff and provides a range of financial services, including payroll, pensions, accounts payable and financial management to the Department and to eight other client organisations namely An Garda Síochána, Irish Prison Service, Courts Service, Property Registration Authority of Ireland, National Museum of Ireland, National Library of Ireland, Department of the Taoiseach and Department of Arts, Heritage and the Gaeltacht. The FSS also carries out a payroll function on a temporary basis for employees of Children Detention Schools responsibility for which transferred to the Department of Children and Youth Affairs at the beginning of this year.

These services are delivered under Service Level Agreements which are in place for each organisation. The Service Level Agreement defines the level of service between the FSS and the client organisation and is signed by the Director of the FSS and his counterpart in the Client Organisation. It provides a common understanding about service standards, performance management, responsibilities and the resolution of service delivery problems.

A breakdown of the number of staff working on payroll processing for the client organisations is set out in the table below:-


Client Organisations	No. of FTE staff working on payroll processing
An Garda Síochána – Civilian staff /Garda Reserve Property Registration of Ireland Department of Taoiseach National Museum of Ireland National Library of Ireland	13.5

Department of Justice & Equality Courts Service Children Detention Schools	12.5
An Garda Síochána - Sworn Members	25
Garda Pension Payments	9
Irish Prison Service	7
Department of Arts, Heritage and Gaeltacht	3

2. The table setting out details of allowances in the Irish Prison Service 'by grade' has been reproduced to exclude additional hours and is attached.
3. At the hearing I indicated to the Committee that this Department has prioritised 30 allowances across the Justice Sector for consideration for elimination in consultation with staff representative associations. The 2011 cost of those 30 allowances is just over €4 million.
4. The 2004 total pay bill (salaries, wages, allowances etc) for the Prison Service was €205.757 million and of that the cost of overtime in 2004 was €45.5 million. The expenditure on overtime in the years before the proposal for organisational change in the Prison Service was implemented was regularly in excess of €50 million, and peaked in 2002 at just under €60 million. Using 2004 as the baseline to compare the cost of the Additional Hours system to the cost of overtime does not give an accurate reflection of savings achieved because a number of initiatives were taken in 2004 that were short term in nature, which were focused on achieving an agreement with the staff association for a long term solution to the overtime problems in the IPS. These initiatives which reduced overtime costs in 2004 were designed to show staff that change was coming. However this was a short term initiative and the ongoing operation of the Prison system could not continue on this basis and the longer term solution in the form of the Additional Hours system was required to address the overtime situation and deliver sustainable financial savings while ensuring the prison service could operate.
5. In 2011 there were 9 staff in the Irish Prison Service whose basic salary exceeded €100,000 per annum. However when allowances are taken into account in total earnings, the number increases to 24 staff in the Prison Service who had annual earnings exceeding €100,000.

If you have any queries in relation to any of the above information in respect of the Department's Vote (Vote 24) please contact Teresa Doolan at tel: 602 8448 / email: txdoolan@justice.ie and for the Irish Prison Service (Vote 21) please contact David Haridman at tel: 087 7417388/email: dahardiman@irishprisons.ie

Yours sincerely



Brian Purcell
Secretary General

Irish Prison Service - Vote 21

Details by Grade - Excluding Additional Hours and Arrears

	Average overall percentage of gross pay of the grade that is represented by allowances	who are in receipt of more than one allowance, the maximum annual payment made to any individual in the grade by way of allowances in	Number in the grade in receipt of more than one allowance	More Than 2	More Than 3	More Than 4	More Than 5	More Than 6	More Than 7	More Than 8	More Than 9	More Than 10	More Than 11	More Than 12	More Than 13
Beneficiary Grade															
Principal Officer and equivalent	5.39%	€3,779.70	1	n/a											
Assistant Principal	1.63%	n/a	n/a	n/a											
Higher Executive Officer	1.22%	€2,558.91	1	n/a											
Executive Officer/Staff Officer	2.18%	n/a	n/a	n/a											
Clerical Officer	0.32%	n/a	n/a	n/a											
Services Officer	21.18%	€9,256.00	2	2	2	2									
ASSISTANT CHIEF OFFICER	28.61%	€25,266.74	144	143	140	138	133	128	126	113	38	12	1		
ASSISTANT CHIEF OFFICER (PPC)	29.29%	€25,829.12	100	100	100	98	97	95	93	93	80	14	5	1	
ASSISTANT GOVERNOR	25.38%	€28,056.98	19	18	18	14	14	14	12	7	3	3	1		
ASSISTANT GOVERNOR OF WORKS	17.00%	€14,375.36	3	3	2										
HEAD CHAPLAIN (AG)	6.73%	n/a													
CHIEF NURSE OFFICER 2 MOD	23.50%	€16,083.01	2	1	1	1	1	1	1						
CHIEF NURSE OFFICER 2 PPC	22.32%	€16,462.60	8	7	2										
CHIEF OFFICER 1	21.71%	€19,638.80	13	12	8	7	6	3	1	1	1				
CHIEF OFFICER 2	22.86%	€22,645.07	37	34	31	28	24	24	23	19	5	2			
CHIEF OFFICER 2 (PPC)	22.92%	€15,689.24	1	1	1	1	1	1							
CHIEF TRADES OFFICER 1	14.75%	€10,959.59	4	1	1										
CHIEF TRADES OFFICER 2	15.05%	€12,862.83	8	5	4	1	1								
CHIEF TRADES OFFICER 2 (PPC)	15.10%	€9,385.27	1	1											
CLERK 1	15.40%	€11,177.64	23	20	14	6	2	1							
CLERK 2	16.39%	€20,830.18	75	75	64	63	19	8	3	2	2	1	1		
CLERK 2 (PPC)	16.04%	€11,052.45	23	23	20	12	7	4	1						
DEPUTY GOVERNOR	17.81%	€29,646.99	14	14	14	13	12	12	11	7	3	2			
DEPUTY GOVERNOR (PPC)	17.26%	€14,826.32	1	1	1	1	1								
DIR. FINANCE P/SERVICE A1	10.49%	n/a													
GOVERNOR 3	18.52%	€17,009.18	8	3	2										
GOVERNOR GRADE 1	16.38%	€19,453.98	6	6											
GOVERNOR GRADE 2	17.62%	€18,020.86	10	10	4	4	2								
HEALTHCARE NURSE MANAGER (PPC)	21.69%	€16,234.04	3	3	3	3									
IND TRAINING INSTRUCTOR 2	17.30%	€21,413.29	4	4	2	2	2	2	2	2	2				
INDUSTRIAL MANAGER	16.54%	€10,476.87	7	7	3	3	2								
INDUSTRIAL MANAGER PPC	16.36%	€10,584.64	1	1	1	1									
INDUSTRIAL SUPERVISOR	21.82%	€18,539.64	22	22	11	10	6	3	3	3	2				
INDUSTRIAL SUPERVISOR (CLASS 'A' PRS)	17.77%	€11,996.69	17	16	15	6	3	2	2	1					
INDUSTRIAL TRAINING INSTRUCTOR 2 (PPC)	13.25%	€10,269.98	4	4	4										
INSPECTOR OF WORKS	17.68%	€13,599.14	2	2	2	1									

INSPECTOR OF WORKS (PPC)	18.55%		€14,435.59	1	1	1	1	1	1										
MEDICAL OFFICER	8.55%		€5,132.81	1															
MEDICAL OFFICER (PPC)	7.83%		€11,800.70	1															
NRP - NURSE OFFICER PPC	40.72%		€16,228.31	1	1														
NRP - RECRUIT PRISON OFFICER PPC	28.09%		€9,293.01	104	104	64	63	60	59	58	1								
NURSE OFFICER	37.28%		€29,304.10	25	25	25	25	25	25	25	25	24	4	2					
NURSE OFFICER PPC	37.28%		€30,614.87	93	93	92	92	91	91	91	89	85	82	72	4				
PRISON OFFICER	29.57%		€26,860.31	829	829	824	808	794	791	741	710	629	381	145	27	4			
PRISON OFFICER (PPC)	28.48%		€26,533.11	1459	1459	1,451	1,439	1,411	1,395	1,371	1,257	1,169	892	288	73	18			
RECRUIT PRISON OFFICER PPC	31.52%		€20,472.34	494	494	484	480	475	470	464	442	348	33	4					
TRADES OFFICER	19.64%		€22,171.67	33	33	23	20	12	12	8	7	7	3	2	1				
TRADES OFFICER (PPC)	18.31%		€26,246.12	42	42	40	36	22	18	16	9	5	5	3	2	1			