

12 October 2012

Mr. Ted McEnery,  
Clerk to the Committee,  
Committee of Public Accounts,  
Leinster House,  
Dublin 2.

Dear Mr. McEnery,

### **Review of Public Service Allowances**

I am writing to you in response to your letter of 28<sup>th</sup> September, 2012 in which you requested a range of material relating to the review of public service allowances carried out by this Department.

As a first step in the review process, Government Departments were notified on 23 December 2011 that sanction/delegated sanction for the payment of allowances to new beneficiaries was withdrawn with effect from 31<sup>st</sup> January, 2012 pending the outcome of the review.

In order to keep the cost of the review to an absolute minimum, the review was carried out within the Department using existing staffing resources. As the committee will be aware, in response to a request from this Department, each sector of the public service was invited to supply business cases to this Department to facilitate the review work. A total of 1100 allowances were notified to this Department during the course of the review and in excess of 800 business cases were received from across the public service. In the interests of transparency, save a handful of cases where security issues apply, these business cases have been published in full on the Department's website.

It was a matter for an individual Department to determine whether to submit a business case to retain a particular allowance or for payment to new beneficiaries (either as it was or modified). ~~This Department advised all Departments of the Minister's view that many~~ allowances were valid, appropriate and cost effective, having regard to the arduous nature or unsocial hours associated with the duties of posts or the work of additional value received by the employer paying it.

There were other allowances, however, which owe their continued existence to custom and practice or to industrial relations agreements that relate to outdated practices and/or give rise to unnecessary costs and inefficiencies, or that the justification for their continued payment has been overtaken by developments in the qualifications, duties, skills and normal flexibilities now expected or required in public service employment.

In assessing the business cases received the Department took a case conference approach to each allowance. Aside from making the optimum use of resources, this approach also ensured that, for the first time, a “whole of public service” approach was taken where allowances of a similar nature were in payment in a number of sectors. The business case for each allowance submitted was reviewed based on the parameters of the review, the business case and this Department’s own records, where available.

The results of all decisions made at official level were recorded on spreadsheets retained in this Department together with relevant details relating to each allowance considered and I am enclosing a copy of this detailed spreadsheet to assist the Committee. Details of each of the allowances reviewed are set out under the following headers:

- Name/Description of Allowance or Premium Pay
- Body
- Department Responsible
- Business case
- Outcome
- Annual cost
- Amount of the allowance
- Number of recipients
- Pensionable

The “Outcome” category lists the decisions recorded from the Review in the following categories:

- 1) Not approved for new beneficiaries
- 2) Approved subject to review and/or modification
- 3) Allowance to be approved for new beneficiaries
- 4) Legacy (refers to allowances that are held on a personal-to-holder basis that no new beneficiary can benefit from)
- 5) Suspend (refers to certain allowances which will be examined on a case-by-case basis as the need arises or where further information is required to enable a decision be made)

Of the allowances listed in the first category above, “Not approved for new beneficiaries” some of these allowances will be considered for elimination from current incumbents listed in the Appendix to this letter.

This information has been compiled based on the material made available to my Department. Any gaps, inaccuracies or inconsistencies are reflective of the information returned.

Based on this approach at official level, recommendations in relation to allowances were made to the Minister and subsequently to Government.

Following on from the Government Decision this Department has now communicated the result of this stage of the review to each sector of the public service. Each sector has been informed of -

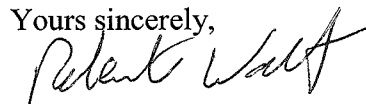
- (a) the allowances that are no longer to be paid to new beneficiaries and
- (b) those allowances which should be further examined with a view to modification.

Management in each sector was asked to revert to this Department with a prioritised list of allowances which they feel should no longer be paid to new beneficiaries. Each sector will be expected to immediately engage with staff interests with a view to securing early agreement to the elimination of these allowances to current beneficiaries where no business case exists to make such payment to new beneficiaries.

I note from your letter that the Committee is seeking lists of the salary scales of all public service grades in receipt of allowances. The most up to date salary scales in respect of the relevant grades and details of allowances payable to those grades are retained at sectoral level and can most readily be supplied in respect of each sector by the Department in question. To assist the Committee, I am attaching links to the web pages where payscales in respect of each sector can be readily accessed.

If you have detailed enquiries in relation to these payscales please contact Ms. Sighle de Barra of this Department at 6045324.

Yours sincerely,



Robert Watt,  
Secretary General

**Allowances to be prioritised for early elimination****AGRICULTURE**

<b>Name/Description of Allowance or Premium Pay</b>	<b>Body</b>
Specified Pathogen Free Unit and additional laboratory related duties Allowance (Head Laboratory Attendant, Laboratory Allowance)	Agriculture
Shredding Allowance (Laboratory Attendants)	Agriculture
Storekeeper Allowance	Agriculture
Commuted Travel Allowance	Agriculture
Blood Storage Equipment Allowance	Agriculture
Cross Compliance Allowance	Agriculture
Synchrolift Allowance	Agriculture
Milk Agency - Receptionist	Milk Agency
Gaeltacht Allowance	Teagasc
Accommodation Allowance	Teagasc
Chefs Allowance	Teagasc

**ARTS, HERITAGE & GAELTACHT**

<b>Name/Description of Allowance or Premium Pay</b>	<b>Body</b>
Supervisor Higher Duty (Public Affairs Office)	IMMA
Supervisor Higher Duty	IMMA

**CSO**

<b>Name/Description of Allowance or Premium Pay</b>	<b>Body</b>
Passenger Card Inquiry Allowance	CSO
Bus Allowance	CSO
Travel Allowance	CSO

**CSSO**

<b>Name/Description of Allowance or Premium Pay</b>	<b>Body</b>
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Assistant Chief State Solicitor	CSSO
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## DEFENCE

Name/Description of Allowance or Premium Pay	Body
Election Gratuity Allowance	Defence
Search & Rescue Allowance	Defence
Civilian Clothing Allowance	Defence
Irish Language Teaching Allowance	Defence
Entertainment Allowance	Defence
Principal Military Appointments Entertainment Allowance	Defence
Ration Allowance Cadets	Defence
Underwear & Night Attire - Female Personnel	Defence
Chaplains Housekeepers allowance	Defence
Travel Warrants	Defence
Border Duty	Defence

## EDUCATION

Name/Description of Allowance or Premium Pay	Body
Dual Duties Allowance	Education Supplemental
Uniform allowance	Education Supplemental
Shoe Allowance	Education Supplemental
Clothing Allowance	Education Supplemental
Clothing and Footwear Allowance	Education Supplemental
Stock Taking Allowance	Education Supplemental
Telephone Allowance	Education Supplemental
July Provision Scheme Preparatory	Education Supplemental

Project Office Allowance	FETAC
Council Minute Secretary	FETAC
Allowance for Principals who act as Secretary to Board of Management	Postprimary
Gaeltacht Allowance	Postprimary
Teaching Through Irish Allowance	Postprimary
Island Allowance	Postprimary
Allowance in respect of duties as Transport Liaison Officer	VECs
Allowance in respect of duties as Secretary to the Board of Management of an IOT	VECs
Allowance in respect of duties as Secretary to the Board of Management of a Comprehensive School	VECs

#### **LOCAL GOVERNMENT**

<b>Name/Description of Allowance or Premium Pay</b>	<b>Body</b>
Dual	Local Government
Director of Service Acting Up Allowance	Local Government

#### **FOREIGN AFFAIRS & TRADE**

<b>Name/Description of Allowance or Premium Pay</b>	<b>Body</b>
Disturbance	Foreign Service

#### **HEALTH**

<b>Name/Description of Allowance or Premium Pay</b>	<b>Body</b>
Island Inducement Allowance	HSE
Cardiac Allowance (weekly allowance - requires recertification on an annual basis)	HSE
Second Opinion	HSE
Consultants Continuing Medical Education Allowance	HSE
Gaelteacht	HSE
Travel Allowance for Non-Nursing Personnel	HSE
Coordination and overseeing of Undergraduate Student Therapists during clinical placements	HSE

**SHANNON DEVELOPMENT**

<b>Name/Description of Allowance or Premium Pay</b>	<b>Body</b>
Travel Allowance - refers to staff working in Shannon who reside outside Shannon dating back to the establishment of the Company	Shannon Development
Special Allowance - paid as an allowance to compensate Senior Management Team for additional responsibilities	Shannon Development
Special Allowance (lateral recruitment - vacancy as a result of Feb 2012 retirement) - paid as an allowance to compensate Senior Management Team for additional responsibilities	Shannon Development

**GARDA**

Clerical Allowance	Garda
Clerical/Temp Allowance	Garda
Gaeltacht Allowance	Garda
Promotion Exam Grant	Garda
Transport Allowance	Garda
Change Management	Garda
Exam Bonus-Inspector	Garda
Transport temporary	Garda
Bicycle allowance	Garda
Aran Island	Garda

**PRISON SERVICE**

<b>Name/Description of Allowance or Premium Pay</b>	<b>Body</b>
Industrial Supervisor (Kitchen& Baker) Duty Allowance	Prison Service
Tuck Shop	Prison Service
Tuck Shop ppc	Prison Service
Court Escort	Prison Service

Court Escort ppc	Prison Service
Clerk to the Prison Visiting Committee	Prison Service
Clerk to the Prison Visiting Committee ppc	Prison Service
Locking Area	Prison Service
Clerk to the Sentence Review Committee	Prison Service
Clerk of the Suicide Review Committee	Prison Service
Clerk of the Security Committee	Prison Service
Plain Clothes Governor	Prison Service
Plain Clothes Higher	Prison Service
Plain Clothes	Prison Service
Plain Clothes Higher	Prison Service
Plain Clothes	Prison Service
Footwear Allowance	Prison Service

#### OPW

Name/Description of Allowance or Premium Pay	Body
Committee Allowance (PPC)	OPW
Committee Allowance	OPW
Committee Allowance	OPW
Committee Allowance (PPC)	OPW
Committee Allowance	OPW
Committee Allowance	OPW

#### STATE INDUSTRIALS

Name/Description of Allowance or Premium Pay	Body
Uniform allowance	State Industrials
Senior foreman allowance	State Industrials



**STATE LABORATORY**

<b>Name/Description of Allowance or Premium Pay</b>	<b>Body</b>
Meat Processing ( 60% Post Mortem Allowance PPC)	State Laboratory
Meat Processing ( 0.5 of above Rate Modified)	State Laboratory

**TAOISEACH**

<b>Name/Description of Allowance or Premium Pay</b>	<b>Body</b>
Clothing Allowance	Taoiseach

**ROAD SAFETY AUTHORITY**

<b>Name/Description of Allowance or Premium Pay</b>	<b>Body</b>
Bus Allowance	RSA

## **Links to Public Service Pay scales**

### **Civil Service**

<http://per.gov.ie/wp-content/uploads/circ282009.pdf>

### **Health Sector**

[http://www.hse.ie/eng/staff/Benefits\\_Services/pay/](http://www.hse.ie/eng/staff/Benefits_Services/pay/)

### **Local Government**

<http://www.environ.ie/en/Publications/LocalGovernment/Administration/FinanceDownload,22976,en.doc>

### **Defence Forces**

<http://www.military.ie/careers/army/recruits/rates-of-pay>

<http://www.military.ie/careers/army/apprentices/pay>

<http://www.military.ie/careers/army/cadetships/rates-of-pay>

### **Education**

[http://www.education.ie/servlet/blobervlet/circular\\_listing.htm](http://www.education.ie/servlet/blobervlet/circular_listing.htm)

[http://www.ucd.ie/hr/add/salary\\_scales/scales.htm](http://www.ucd.ie/hr/add/salary_scales/scales.htm)

[http://www.ucc.ie/en/hr/salaryscales/Salary-Scales-2011-\(all-2011-changes\)-\(2\).pdf](http://www.ucc.ie/en/hr/salaryscales/Salary-Scales-2011-(all-2011-changes)-(2).pdf)

<http://www.nuigalway.ie/payscales/>

<http://humanresources.nuim.ie/documents/SalaryScalesPre95coversheet.pdf>

<http://humanresources.nuim.ie/documents/SalaryScalesPost95coversheet.pdf>

[http://www.tcd.ie/Staff\\_Office/hrteam/planning-payroll/payroll/scales.php](http://www.tcd.ie/Staff_Office/hrteam/planning-payroll/payroll/scales.php)

<http://debates.oireachtas.ie/dail/2011/06/28/00136.asp#N23>

### **An Garda Síochána**

<http://debates.oireachtas.ie/dail/2011/06/28/00250.asp#N3>