



Our Ref: E 109/247/74

22nd July 2019

One Person One Salary' (OPOS) and employees of State funded community and voluntary organisations

Dear Personnel Officer,

I am writing to inform you that the Department has recently reviewed the arrangements concerning the application of the 'One Person One Salary' (OPOS) principle.

Arising from this review, I can confirm that the existing arrangements will continue to apply to public sector employees as before, save the minor exception outlined below.

OPOS and public sector employees

Accordingly, for the avoidance of doubt, the arrangements outlined previously in the Department's 2011 letter continue to apply to all public sector employees
- <https://circulars.gov.ie/pdf/letter/per/2011/01.pdf>.

This means that it remains the case that public sector employees:

- (i) who sit on State boards in an ex-officio capacity or on behalf of their parent Department/Organisation or
- (ii) who may be nominated to such board positions independently of their public sector employment

shall not be paid remuneration in the form of board fees when serving in such a representational capacity.

In order to ensure compliance with the above requirements on the payment of fees, Departments / Offices and State bodies under their aegis, will continue to be required to establish the public service employment status of externally nominated persons to boards and related positions.

It also remains the case that where it is proposed that serving public servants undertake other forms of paid remuneration anywhere in the public service, the consent of this Department continues to be required.

The existing arrangements which exclude Worker Directors from the OPOS principle in relation to board fees also remain in place.



Employees of State funded community and voluntary organisations

The current policy is that where a community or voluntary body is substantially funded by the Exchequer or the EU, employees are considered to be covered by OPOS. In reviewing the application of OPOS to such bodies it is been recognised that many have a mix of Exchequer or EU funding, and additional income from other sources. The criterion of “substantially funded by the Exchequer or the EU” can be difficult to measure on a consistent basis as other sources funds can vary from year to year.

It has therefore been decided that with effect from **1st September 2019**, OPOS will no longer apply to employees of State funded community and voluntary organisations who are not public sector employees.

You are requested to make bodies under your aegis aware of these revised arrangements.

Any queries arising on the application of these provisions may be made directly to payscales@per.gov.ie.

Yours faithfully,

A handwritten signature in dark ink, appearing to read 'Anne O'Mahony', written over a horizontal line.

Anne O'Mahony

Principal

Public Service Pay and Pensions Division