

Starting pay on Recruitment through Open Competition to the Civil Service – appointment of existing public servants serving in analogous grades

Increased levels of recruitment to the Civil Service following the lifting of the moratorium have given rise to a number of queries in respect of the appropriate pay point at which existing public/civil servants should be assimilated.

In the context of Action 15 of the Civil Service Renewal - *plan to expand career and mobility opportunities for staff across geographic, organisational and sectoral boundaries and the matter will be examined in further detail* - it has been decided to review the current policy relating to the starting pay of appointees from elsewhere in the public service, to the Civil Service.

Currently such appointees are treated as new entrants to the Civil Service and appointments are made at the minimum of the scale. It has been decided that, with effect from 30th November 2015, where the appointee has been serving elsewhere in the public service in analogous grade and pay-scale, the appointment may be made at the appointee's current point of scale. This means that such appointees should be assimilated on their current pay point on the same basis as a civil servant. Appointees may be required to mark time where their current salary is not an exact match in respect of incremental points. On no account should an appointment be made at a point greater than the maximum of the pay-scale.

HR units should send any queries on this matter to travel.policy@per.gov.ie