

Ref: E109/107/94

Secretary General  
Department of Education & Science  
Marlboro Street  
Dublin 1

27 March 2009

### **Implementation of Savings Measures on Public Service Numbers**

Dear

1. I refer to the Government decision arising from the Memoranda for the Government on the above matter.
2. I am to direct that, **with effect from the date of this letter to end 2010**, no public service post, however arising, may be filled by recruitment, promotion, nor payment of an allowance for the performance of duties at a higher grade. Therefore when vacancies arise Departments/agencies etc must reallocate or reorganise work or staff accordingly. Any exceptions to this principle, which will arise in very limited circumstances only, require the prior sanction of the Minister for Finance. The decision also applies to temporary appointments on a fixed-term basis and to the renewal of such contracts.
3. The Minister may sanction the filling of posts through the redeployment of staff of the same or equivalent grade from another Department/Office or public body. Secretaries General and Heads of Office must ensure that their Departments and Offices (and, where relevant, bodies under the aegis of their Department/Office) comply fully and expeditiously with all requests and directions from the Minister for Finance in relation to the redeployment of staff. Arrangements for consultations with staff representatives on redeployment will be the subject of separate correspondence with your Department/Office.
4. From the date of this letter, all existing delegated sanctions in relation to staff numbers, grading, promotions, recruitment and related issues are withdrawn both in relation to your Department/Office and bodies under the aegis of your Department/Office.
5. No offers of appointment, promotion or allowance for the performance of duties of a higher grade may be made from the date of this letter without the approval of the Minister for Finance (any such offer in progress should not proceed without the express approval of this Department). Competitions/promotions currently in progress should not proceed further without the express sanction of this Department.
6. As the Government Decision comprehends the wider public service, you should communicate this direction immediately to all relevant bodies non-commercial state bodies and agencies under the aegis of your Department. In the case of the

primary, post-primary and third level education sectors, the following arrangements will apply:

- (i) Delegated sanction to remain in place in respect of the filling of **teaching and SNA vacancies** at primary and post-primary level with the overall aggregate number of teacher and SNA posts to be capped at the number authorised by the Minister for Education and Science for the 2009/10 school year [i.e. 30 September 2009] in line with the previous Government Decisions on the staffing schedule.
- (ii) The Minister for Education and Science and the Minister for Finance will examine the range of policy options available to the Government in Spring 2010 in relation to the application of the ceiling in 2010/11 and will bring forward appropriate proposals at that time.
- (iii) Additionally, in parallel with the moratorium on promotions elsewhere in the public service, from the date of this Government Decision the delegated sanction to award **'post of responsibility'** allowances will be withdrawn with the exception of the first allocation of such allowances for new schools. Any other exceptions sought in respect of these measures will only be considered by the Minister for Finance where equivalent savings have been offered elsewhere in the Education sector.
- (iv) In the higher education sector, an employment control framework will be put in place to provide for the application of the moratorium to the third level institutions, subject to the continued oversight of the Department of Finance and the Department of Education and Science, and also subject to the legal provisions applying.

A copy of your directions to the various bodies should be forwarded to the relevant Vote Section of this Department.

7. New authorised staffing complements will be determined by Government in the light of any recommendations of the Special Group on Numbers and Public Expenditure, and communicated in due course.

**Yours sincerely**

**Donal McNally**  
**Second Secretary General**  
**Sectoral Policy Division**