

Our Ref: E 109/247/74

17 October 2011

Secretary General  
Department

Dear

I am writing to inform you that the arrangements set out in Department of Finance correspondence of 18 January 2006 concerning the application of the 'One Person One Salary' principle are being amended to incorporate the changes outlined below.

Under the revised arrangements it will now be a requirement that public servants:

- (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 service employment

Should not be paid remuneration in the form of board fees when serving in such a representational capacity. Accordingly, the criteria previously used to determine the eligibility of public servants to receive board fee payments will no longer apply in any such cases.

Public servants currently serving in such board related positions and in receipt of a fee for this purpose should cease to be paid such remuneration from 1 November 2011.

Departments / Offices in consultation with their respective state bodies will be required to establish the public service employment status of externally nominated persons to board and related positions in order to ensure that the above requirements on the payment of fees to public servants are complied with.

Where it is proposed that serving public servants undertake other forms of paid remuneration anywhere in the public service the consent of this Department will be required.

The payment of board fees to public sector employees who sit on their own organisation's board or the boards of other public sector organisations (eg commercial state companies, non commercial state agencies and so on) should be reviewed in the context of any contractual obligations that may pertain and where appropriate should have such board fee payments discontinued from 1 November 2011. Where contractual obligations may prevent the proposed discontinuance of such board fee payments the necessary arrangements should be immediately put in place by the state body concerned in order to end such payment practices at the earliest possible date.

Any queries arising on the application of these provisions may be made directly to Aoife Collier (tel 6045404) or Colm Sweeney (tel 6045452) of this Department.

Yours sincerely

Robert Watt  
Secretary General