

Reference No: E109/22/85; **Date:** 30/07/86

Circular 15/1986:- Equal Opportunity Policy and Guidelines for the Civil Service

A Dhuine Uasail

I am directed by the Minister for the Public Service to say that he has accepted an agreed recommendation by the General Council under the scheme of Conciliation and Arbitration for the Civil Service (report 1066) on the adoption of the Equal Opportunity Policy and Guidelines for the Civil Service.

2. A copy of the guidelines will be circulated to all staff very shortly. These guidelines follow on the Government's commitment in the White Paper Serving the Country Better (par 4.20) to equality of opportunity in the Civil Service.

3. The objective of the guidelines is to heighten the awareness of equal opportunity and to encourage fuller participation by women at all levels in the civil service. The guidelines are intended to assist Departments in attaining this objective.

4. Significant developments have taken place and progress has been made towards equality of participation by women in the civil service. The guidelines are designed to ensure that this progress is maintained and continued.

5. While the guidelines place a special responsibility on Personnel Units for monitoring the policy (par 38), the implementation and success of the policy rests primarily with line managers and supervisors. Such staff should be encouraged to take an active interest in the application of the policy in their areas of work.

6. Overall responsibility for monitoring the policy is a matter for the Department of the Public Service in consultation with the General Council Sub-Committee on Equality. In this connection Departments will be asked to provide information from time to time and to report annually on progress.

7. Any enquiries from Departments about this circular should be made to Mr. John McGettigan (Extension 451).

8. Please bring this circular to the attention of all officers in your Department.

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William P Smith
Deputy Secretary