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E100/8/82:- Starting Pay on Recruitment from Open Competitions

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12 February 2008

To All Personnel Officers

Starting Pay on Recruitment from Open Competitions

The Department of Finance is currently reviewing its policy in relation to starting pay on recruitment from open competitions and will be issuing a circular in due course to up-date you on the process of determining, prior to the advertisement of any open competition, whether or not starting pay can be negotiable.

In the meantime, you should be aware that, at the General Council meeting on 30 January 2008, the Official Side agreed that, in cases where it has been agreed with this Department that starting salary for open recruitment to certain professional and technical grades may be negotiable, then, both in the advertisements and in the information booklets, the following text should be included -

“entry above the minimum may be possible depending on the qualifications and or experience provided these are accepted as being of special value for the position” .

It should be noted, however, that starting pay cannot be re-negotiated for those who have already taken up appointment and the Official Side restated its position on this point at the 30 January 2008 meeting.

You should now ensure that, where proposals to offer starting pay above the minimum have been approved by Careers and Appointments Section, Department of Finance, the text which appears above is included in any advertisements and information booklets for civil service grades being recruited through open competitions.

Pat McBride
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Department of Finance