



An Roinn Airgeadais  
Department of Finance

Issued by M.M. 12 K. Sec Gen

24 Dec 2010

E100/8/82

23<sup>rd</sup> December 2010

Sráid Mhuirfean Uacht,  
Baile Átha Cliath 2,  
Éire.

Upper Merrion Street,  
Dublin 2,  
Ireland.

Teileafón / Telephone: 353-1 676 7571  
Facsimhír / Facsimile: 353-1 678 9936  
Glaó Áitiúil / LoCall: 1890 66 10 10  
<http://www.irg.gov.ie/finance>

To: All Secretaries General

### Starting Pay on Recruitment from Open Competitions

Dear Secretary General

The Government has decided that starting pay on recruitment from open competitions for all posts within the public service (e.g. civil service, defence sector, Garda Síochána, prison sector, local government sector, health sector, education sector, non commercial State bodies and agencies etc) should be at the minimum of the relevant salary scale. Accordingly, offers of appointment to positions within the public service must be based on the minimum of the scale and should not be subject to negotiation.

In this context, all future competition notices, advertisements and information booklets must specify that starting pay will be at the minimum of the scale. Such notices and booklets must also specify that the rate of remuneration may be adjusted from time to time in line with Government pay policy.

No undertaking, formal or informal, should be given by or on behalf of any public service body to a candidate that the relevant salary may be negotiable.

Where a Secretary General/Head of Department or Office is of the view that there are exceptional circumstances justifying the offer of starting pay above the minimum, the specific sanction of the Department of Finance should be sought in advance of any offer being made.

Previous letters to Personnel Officers setting out circumstances in which starting pay above the minimum of the scale could be considered are now rescinded and replaced by the above provisions.

The contents of this letter should be brought to the attention of all public service bodies under the aegis of your Department/Office.

Yours sincerely

Brendan Duffy,  
Assistant Secretary



Páipéir 100% Athchúrsáilte  
Printed on 100% recycled paper