

**Agenda Item:**

**Vote 11 – Office of the Minister for Public Expenditure & Reform**

**Appropriation Accounts 2015**

## **Vote 11 – Office of the Minister for Public Expenditure & Reform**

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**TAB 1**

**Briefing on the 2015 Appropriation Accounts  
(including updates for 2016 and 2017)**

## Vote 11 – Office of the Minister for Public Expenditure & Reform Appropriation Accounts 2015

### RECENT FINANCIAL HISTORY

Estimate Summary	2015 Outturn €m	2016 Estimate €m	2017 Estimate €m
<b>Programme Expenditure:</b>			
<b>A: Public Expenditure &amp; Sectoral Policy</b>	€16.69	€17.77	€18.09
<b>B: Public Service Management &amp; Reform</b>	<u>€24.09</u>	<u>€28.15</u>	<u>€37.96</u>
<b>Gross Total:</b>	<b>€40.78</b>	<b>€45.92</b>	<b>€56.05</b>
<b>C: Appropriations in Aid</b>	€4.31	€2.17	€2.95
<b>Net Total</b>	<b>€36.47</b>	<b>€43.75</b>	<b>€53.10</b>

### 2015 Headline

The Estimate for 2015 was set at €40.61m, a 13% increase on the 2014 Estimate. The increase was driven mainly by Programme B pay (Public Service Management and Reform), the Office of the Government Chief Information Officer (OGCIO), technical support for regional assemblies, structural funds technical assistance and the reform agenda. As the National Lottery Regulator was established in 2014, there was a reduction in budgeted funds required. This offset a small portion of the overall increase.

The audited surplus surrendered in 2015 was €4.1m, which arose mainly as follows:

- Administrative Pay for Programmes A & B (€2.2m) - this saving was driven by a number of factors including resignations / retirements and slower than anticipated recruitment while an examination of staffing needs and balancing of resource requirements was considered;
- Reform Agenda (€0.629m) - this saving arose across a number of reform projects. While some projects did not progress as quickly as anticipated, savings were also achieved by drawing down from existing consultancy contracts in place in the Reform and Delivery Office. Also, other Government Departments absorbed costs that were expected to be borne by PER;
- Office of National Lottery Regulator (€0.150m) - This allocation was not required as the Office became self-funding in 2015;
- Consultancy and Other Services (€0.252m) - A court decision was given later than anticipated and the associated legal costs were not realised in 2015;
- Peace Programme / Northern Ireland INTERREG (€0.627m) - the variance arose because the new round of Peace/Interreg projects were slower to commence spending than anticipated;
- Structural funds technical assistance and other costs (€0.458) - this variance was primarily due to a delay to the e-Cohesion IT project; and
- EU Programmes Appropriations-in-Aid (€0.465m) – higher than expected as a result of the earlier than anticipated recoupment of monies in respect of EU Programmes.

## **2016 Headline**

The 2016 Estimate of €43.75m represented an increase of €3.14m compared to 2015's Estimate. The increase is driven largely by:

- Provision for additional non-pay costs within the OGCIO to enable that Office to deliver objectives in respect of the new ICT Strategy for the Public Service (€1.5m);
- Funding of pensions for bodies under the aegis of the Minister (IPA and ESRI) (€0.3m);
- Civil Service L&D Programme commenced in 2015 and was allocated a budget of €0.8m;
- Implementation costs in relation to the Protected Disclosures Act 2014 (€0.3m); and
- Non-pay costs administration costs (€0.4m).

## **2017 Headline**

The 2017 Estimate of €53.105m represents an increase of €9.357m compared to 2016 Estimate. The Estimate includes provision for:

- Additional resources required to enable the Office of the Government Chief Information Officer to progress the Government's commitments in relation to the Public Service ICT Strategy, including the "Build to Share" element of the strategy (€6.5m);
- An increased allocation for Civil Service Learning and Development in order to deliver a shared model of learning and development across the Civil Service (€0.55m);
- An increased allocation to Structural Funds Technical Assistance and Other Costs to facilitate electronic exchange of information between the State and EU Commission (€0.46m);
- A new allocation for the design of an administrative system to support the implementation of the Single Public Service Pension Scheme across the Public Service (€0.3m);
- A new allocation to support the work of the Irish Government Economic and Evaluation Service - an integrated cross-Government service that aims to support better policy formulation and implementation in the civil service (€0.2m);
- A new allocation to provide for the Public Service Pay Commission in its consideration of public service remuneration (€0.2m); and
- Increase in pay costs of €1.5m due to increased number of staff.

### Comparison of 2015 Budget Estimate to Spend (€'000)

Subhead Description	2015 Estimate	2015 Outturn	Variance
Salaries, Wages and Allowances	20,875	18,679	-2,196
Travel and Subsistence	223	204	-19
Training and Development/Incidental Expenses	836	770	-66
Postal and Telecommunications Services	329	289	-40
Office Machinery and Other Office Supplies	640	800	160
Office Premises Expenses	339	550	211
Consultancy Services	50	23	-27
ESRI (Grant-in-Aid)	2,575	2,847	272
Structural Funds Technical Assistance and other Costs	1,410	952	-458
Technical Assistance Costs of Regional Assemblies (Grant-in-Aid)	880	843	-37
Peace Programme/Northern Ireland INTERREG	2,500	1,873	-627
Special EU Programmes Body	1,164	1,249	85
Ireland/Wales and Transnational INTERREG	769	767	-2
Consultancy & Other Costs	50	-	-50
Office of the National Lottery Regulator	150	-	-150
Institute of Public Administration (Grant-in-Aid)	2,725	2,881	156
Civil Service Arbitration and Appeals Procedures	40	39	-1
Consultancy and Other Services	450	248	-202
Office of the Government Chief Information Officer	4,456	4,415	-41
Reform Agenda	2,423	1,794	-629
Employee Assistance Officer shared service	1,307	1,277	-30
Statute Law Revision Programme	299	277	-22
<b>Gross Total</b>	<b>44,490</b>	<b>40,777</b>	<b>-3,713</b>
Appropriations-In-Aid	3,880	4,309	-429
<b>Net Total</b>	<b>40,610</b>	<b>36,468</b>	<b>-4,142</b>

### Administration (i) – Salaries, Wages and Allowances

€,000 Subhead Description	2015 Outturn	2016 Estimate	2017 Estimate
Salaries, Wages and Allowances	18,679	21,000	22,500

The 2015 outturn was €18.7m compared to budget of €20.9m. This saving is driven by number of factors including slower than anticipated recruitment and greater than expected number of retirements and career breaks.

The increase in 2016 and 2017 estimates reflects necessary recruitment within the OGCI0 and CS Renewal areas as the Government's Programme of Civil Service Renewal and Public Service Reform continues to be rolled out.

### Administration (ii) - Travel and Subsistence

€,000 Subhead Description	2015 Outturn	2016 Estimate	2017 Estimate
Travel and Subsistence	204	263	315

This subhead provides for travel and subsistence expenditure incurred by the Minister for Public Expenditure and Reform, the Minister for State as well as Civil Servants. The following are the key areas of travel:

- Involvement in EU activities generally, including Workforce Planning, Climate Change, and eGovernment.
- EU Structural Funds, North/South Funding Management
- Government Reform Unit
- Engagement with OECD, particularly the Public Governance Committee
- Central Expenditure and Evaluation
- Ministerial drivers
- Other miscellaneous travel

The outturn for 2015 was €0.204m compared to a budget of €0.223m. It is important that the Department is represented at various European and International fora, including the OECD.

### Administration (iii) - Incidental Expenses

€,000 Subhead Description	2015 Outturn	2016 Estimate	2017 Estimate
Incidental Expenses	770	902	1,111

This subhead covers a variety of miscellaneous costs including training, cleaning, security, advertising & publications, entertainment/office refreshments, EIPA and other subscriptions, the PeoplePoint levy and sundry.

#### TRAINING

The Learning and Development budget provides for an extensive mentoring and training programme which is aligned with business requirements and is important to the continuing reform and efficiency of the Department.

During 2015, the HR Strategy Unit reviewed over 206 Learning and Development Plans submitted as part of the 2015 e-PMDS Goal-setting initiative, and some 1250 staff attended one or more courses.

#### GENERAL EXPENSES

This subhead captures a range of miscellaneous costs required for the operation of the Department. Key items of expenditure under this subhead in 2015 included:

- Cleaning costs for 4 premises (7-9 Merrion Row, Merrion Street, Lansdowne House and St.Stephen's Green) - €0.12m
- Corporate subscriptions (including Reuters, IIEA, Leuven & EIPA) – €0.02m
- Peoplepoint levy for HR services - €0.046m
- Publications & periodicals - €0.04m
- Drinking water costs - €0.024m
- Advertising, printing, audit fees, bank charges, etc €0.15m

#### **Administration (iv) Postal and Telecommunications Services**

<b>€,000 Subhead Description</b>	<b>2015 Outturn</b>	<b>2016 Estimate</b>	<b>2017 Estimate</b>
Postal and Telecommunications Services	289	375	280

This subhead provides for the postal and telecommunications costs of the Department, including fixed and mobile voice telephony and data networks. The outturn was €0.289m compared to a budget of €0.329m.

The provision in 2016 reflected an understanding at the time that there would be an increasing requirement for mobile access and additional staff on a number of projects. However, the provisional 2016 outturn indicates a comparable level of consumption akin to 2015.

#### **Administration (v) - Office Machinery and Other Office Supplies**

<b>€,000 Subhead Description</b>	<b>2015 Outturn</b>	<b>2016 Estimate</b>	<b>2017 Estimate</b>
Office Equipment and external IT services	800	785	1,037

This subhead provides for a variety of costs including annual desktop licenses, external IT support services, and all Departmental printing and stationery requirements including the printing of statutory instruments. It also makes provision for the refreshment of capital equipment.

The 2015 outturn was €0.8m compared to a budget of €0.64m. This excess spend arose due to the continuing expansion of the delivery of IT services and is influenced by the increase staff numbers noted previously.

The 2016 budget is comprised of the following elements:

External Service suppliers (including desktop support)	365
Software (incl. licenses, support and maintenance)	150
Capital (Hardware, development of upgrades)	125
Photocopying and stationery	115
Managed Print Service	30

The 2017 budget is comprised of the following elements:

External Service suppliers (including desktop support)	385
Software (incl. licenses, support and maintenance)	265
Capital (Hardware, development of upgrades)	280
Photocopying and stationery	107

### **Administration (vi) - Office Premises Expenses**

<b>€,000 Subhead Description</b>	<b>2015 Outturn</b>	<b>2016 Estimate</b>	<b>2017 Estimate</b>
Office Premises Expenses	550	445	411

This subhead provides for the maintenance, furniture and fittings, and heating and lighting costs of the Department's buildings, including its decentralised office. The Department has premises costs for staff across 4 locations:

- Merrion Complex (Merrion Street and Merrion Row)
- Spencer Dock (OGCIO)
- Stephen's Green House (Employee Assistance Office)
- North King Street (CMO)

Costs in 2016 and 2017 reflect the additional accommodation requirements associated with the staff allocated to the expansion of the Office of the Chief Government Information Officer and the rollout of a shared Learning & Development model.

### **Administration (vii) – Consultancy Services**

<b>€,000 Subhead Description</b>	<b>2015 Outturn</b>	<b>2016 Estimate</b>	<b>2017 Estimate</b>
Consultancy Services	23	60	40

This is a provision to cover any costs that might be required in relation to the value for money audits, miscellaneous consultancy of an administrative nature required for training, studies, research and support services for some Departmental Functions.

## Programme Expenditure

### Programme A: Public Expenditure and Sectoral Policy

#### Subhead A3 – ESRI (*Grant-in-Aid*)

€,000 Subhead Description	2015 Outturn	2016 Estimate	2017 Estimate
ESRI (Grant-in-Aid)	2,847	2,575	2,675

The ESRI is a private company limited by guarantee which receives a grant-in-aid from the Exchequer. The purpose of the grant-in-aid is to support the carrying out and dissemination of independent, high quality and policy relevant research which promotes understanding of issues related to economic and social development, and which responds to the Department's mission of formulating appropriate economic and budgetary policies.

The 2015 overspend of €0.27m arose because the Department was requested to fulfil its obligations, under FEMPI legislation, to meet a shortfall in pension cashflow which occurred in ESRI. In 2016, shortfalls in pension cashflow for ESRI was met from the new and dedicated subhead A.10.

#### Subhead A.4 - Structural Funds Technical Assistance and other Costs

€,000 Subhead Description	2015 Outturn	2016 Estimate	2017 Estimate
Structural Funds Technical Assistance and other Costs	952	1,808	2,268

This subhead provides for technical assistance costs in connection with the preparatory, management, monitoring, evaluation, and information and control activities of Ireland's EU Structural Funds programmes. The costs relate to:

- the National Strategic Reference Framework (NSRF) Monitoring Committee (meetings are held twice a year)
- the European Regional Development Fund (ERDF) Financial Control Unit – this unit has the direct authority of the Minister for Public Expenditure and Reform to be the audit authority for the ERDF programmes in Ireland
- the Structural Funds IT Unit – this unit is the certifying authority for the 2007-2013 programmes in addition to responsibility for the provision of the electronic audit trail for all ERDF/ESF claims.

Spend in 2015 of €0.952m compared to a budget of €1.41m. The savings occurred because a project on electronic data exchange did not proceed as quickly as anticipated. The 2016 and 2017 Estimates provide for this ongoing project. It is now expected to conclude in 2017.

### **Subhead A.5 - Technical Assistance Costs of Regional Assemblies (*Grant-in-Aid*)**

<b>€,000 Subhead Description</b>	<b>2015 Outturn</b>	<b>2016 Estimate</b>	<b>2017 Estimate</b>
Technical Assistance Costs of Regional Assemblies (Grant-in-Aid)	843	650	650

This Subhead provides the funding for the Regional Assemblies established under the Local Government Reform Act 2014, in respect of their Technical Assistance costs.

These costs cover areas such as management, monitoring and the information and publicity requirements of the Operational Programmes which are managed by the assemblies. The average co-financing rate was 45% under the 2007-2013 Programme.

Actual outturn of €0.843m compared with budget on €0.880m.

The decrease in 2016 & 2017 reflects the end of the additional costs associated with the crossover of programmes, as one funding period (2007-2013) terminated and a new period (2014-2020) commenced.

### **Subhead A6 – Peace Programme/Northern Ireland INTERREG**

<b>€,000 Subhead Description</b>	<b>2015 Outturn</b>	<b>2016 Estimate</b>	<b>2017 Estimate</b>
Peace Programme/Northern Ireland INTERREG	1,873	1,000	1,100

There are two constituent parts to this subhead - the PEACE Programme and the Interreg Programme. The programmes are administered by the Special EU Programmes Body (SEUPB).

- **PEACE Programme**

The PEACE Programme encompasses Northern Ireland and the Border Region of Ireland (namely Louth, Monaghan, Cavan, Sligo, Leitrim and Donegal). Its aim is to promote reconciliation and to help to build a more peaceful and stable society in Northern Ireland and the border region of Ireland. The PEACE III programme operates from 2007-2013. The PEACE IV Programme (2014-2020) was adopted by the European Commission on 30 November 2015.

- **Interreg Programme**

The Northern Ireland/Ireland Interreg Programme is a cross-border EU Programme between Northern Ireland and the Border Region of Ireland (counties as above). The Programme aims

to address the economic and social disadvantage that can result from the existence of a border. The Interreg IVA programme operates from 2007-2013 and also includes Western Scotland. The European Commission formally adopted the 2014-2020 INTERREG Cooperation Programme for the Border Region of Ireland, Northern Ireland and Western Scotland on 13 February 2015. The Programme was opened for funding calls in August 2015.

The expenditure is substantially reimbursed by the EU Commission (75% for Interreg and 54% for PEACE). Expenditure under this subhead is dependent on anticipated levels of (i) project approvals and (ii) project expenditure. The year on year change is due to anticipated level of project activity.

In 2015, €1.87m of an allocation of €2.5m was spent. This variance represents expenditure below target across a range of projects. As the 2007-2013 programmes reached their conclusion, this was reflected in further decrease in forecast spend for the years 2015 to 2017. The 2016 allocation was reduced as it marked the beginning of the 2014-2020 programmes which in turn, are expected to incur less expenditure than previously.

#### **Subhead A.7 - Special EU Programmes Body**

<b>€,000</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
<b>Subhead Description</b>	<b>Outturn</b>	<b>Estimate</b>	<b>Estimate</b>
Special EU Programmes Body	1,249	1,350	1,350

Expenditure under this Subhead is associated with the Public Expenditure & Sectoral Policy Programme. The provision relates to the running costs (pay and non-pay) of the Special European Union Programmes Body (SEUPB).

The SEUPB is one of six North-South Implementation Bodies set up under the Good Friday Agreement. The SEUPB is the Managing and Paying Authority of the PEACE and INTERREG EU programmes.

The outturn of €1.249m exceeded the 2015 budget of €1.164m due to timing of payments and currency fluctuations. The increase in 2016 reflected the weakening of the euro relative to sterling. The costs of the SEUPB are largely unchanged but as they are paid in sterling this has led to a greater cost to the Department to reimburse the same amount.

### Subhead A.8 – Ireland/Wales and Transnational INTERREG

€,000 Subhead Description	2015 Outturn	2016 Estimate	2017 Estimate
Ireland/Wales and Transnational INTERREG	767	750	251

This subhead provides for contributions to the running costs (technical assistance) of Interreg Programmes in which Ireland participates. Interreg Programmes are ERDF funded European Community Initiatives to promote cross border and transnational cooperation between Member States, or regions of a Member State of the European Union. This involves funding joint projects in two or more of the Member States participating in each Interreg Programme.

The 2015 outturn was on profile (€0.767m vs €0.769m). The decrease in the 2017 estimate reflects the fact that a higher portion of the costs fall on the Government of Wales towards the end of the programme. Ireland had borne a higher portion at the beginning of the current programme.

### Subhead A.9 – Consultancy & Other Costs

€,000 Subhead Description	2015 Outturn	2016 Estimate	2017 Estimate
Consultancy & Other Costs	-	136	188

This subhead is used for the payment of non-administrative consultancies and other services.

The 2015 budget was €50k. However, no expenditure occurred under this subhead.

The increase in the allocation for 2016 is required to provide for reviews of Environmental Impact Statements (EIS) produced for Flood Relief Schemes. Regulations were introduced in 2012 which require that the Minister for Public Expenditure and Reform, the "consent authority" for Flood Relief Schemes, undertakes an independent assessment of the EIS for each scheme. In order to inform the Minister's assessment, independent consultants are appointed to conduct a review of the EIS.

The 2016 budget is comprised of the following elements:

EIS Flood Relief scheme	100
Legal Consultancy	20
Committee Fees	16

The increase in the 2017 allocation is to provide for the national Infrastructure Foresight Council. The Council will consist of 3-5 members who will provide independent expert advice on strategic long term planning of infrastructure projects.

The 2017 budget is comprised of the following elements:

EIS Flood Relief scheme	100
National Infrastructure Insight Council	60
Legal Consultancy	20
Committee Fees	16

#### **Subhead A.10 – National Lottery Regulator**

<b>€,000 Subhead Description</b>	<b>2015 Outturn</b>	<b>2016 Estimate</b>	<b>2017 Estimate</b>
National Lottery Regulator	-	N/A	N/A

The subhead is used for the payment of costs associated with the establishment of the Office of the National Lottery Regulator.

There was no expenditure under this subhead in 2015. The timely establishment of the Office and its self-funding model ensured that no costs were incurred in 2015. The subhead was retired in 2016.

## **Programme B: Public Service Management and Reform**

### **Subhead B.3 - Institute of Public Administration (*Grant-in-Aid*)**

<b>€,000 Subhead Description</b>	<b>2015 Outturn</b>	<b>2016 Estimate</b>	<b>2017 Estimate</b>
Institute of Public Administration (Grant-in-Aid)	2,881	2,725	2,725

This subhead provides for a grant-in-aid payment to the Institute of Public Administration (IPA). The Institute of Public Administration is a body under the aegis of the Department since 2011. It provides a wide variety of services, which include training, education, research, consultancy and publications in the area of public sector management.

Spend was above profile by €0.16m. This overspend was due the cost of funding pensions as required under the FEMPI legislation. The grant-in-aid to support pensions in both the IPA and the ESRI became a separate subhead in 2016.

### **Subhead B.4 - Civil Service Arbitration and Appeals Procedures**

<b>€,000 Subhead Description</b>	<b>2015 Outturn</b>	<b>2016 Estimate</b>	<b>2017 Estimate</b>
Civil Service Arbitration and Appeals Procedures	39	40	40

This subhead provides for the remuneration of the three-person Civil Service Arbitration Board, the Civil Service Adjudicator, the Civil Service Disciplinary Appeals Board and the Mediation Officer appointed under the Civil Service Mediation Procedure.

With effect from 2006 the Subhead also provides for a contribution towards the operational expenses of the Civil Service Staff Panel, which is the collective term for the Civil Service unions; this was previously provided for by non-programme expenditure.

The subhead was slightly under profile in 2015.

### Subhead B.5 – Consultancy and other services

€,000 Subhead Description	2015 Outturn	2016 Estimate	2017 Estimate
Consultancy Services	248	290	650

Expenditure under this subhead is associated with the Public Service Management Programme. This subhead is used for the payment of non-administrative consultancies and other services.

The 2015 estimate (€450k) reflected a provision in respect of legal costs awarded on foot of a legal challenge taken by the Garda Representative Association in respect to inclusion of Gardaí reductions to sick leave entitlements for public servants and the recruitment. It also included provision for a legal advisor. These costs did not crystallise during 2015 and because appeals were ongoing, no provision was made in 2016 as there was no expectation that the case would conclude in 2016. It is expected that the appeals process will conclude in 2017.

The remaining 2016 allocation relates to a number of continuing costs:

- Costs associated with access to a legal advisor for the Department.
- Funding of the Civil and Public Service Mediation Initiative which is led by the Department.
- Central Travel Policy – the Department, on behalf of all Government Departments/Offices, pays for the cost of two separate travel insurance policies. One is for civil and certain other public servants travelling abroad on official business. The second is for Ministers and their spouses travelling abroad on official business
- TLAC - costs in relation to TLAC are driven by the number of times the committee has to meet.

## Subhead B.6 – Office of the Government Chief Information Officer

€,000 Subhead Description	2015 Outturn	2016 Estimate	2017 Estimate
<b>Office of the Government Chief Information Officer</b>	4,415	6,000	12,545

OGCIO is responsible for progressing the actions relating to eGovernment and ICT in the Public Service Reform Plan, specifically:

- Development and implementation of a new Public Service ICT Strategy which will build on the existing approach to eGovernment and Cloud Computing.
- Technology policies and central IT solutions for the public service.
- Telecommunications policies, central infrastructures, and telecoms procurement frameworks for the public service.
- Managing and supporting common/shared systems for payroll and HR management.
- Providing ICT services on a shared basis to Department of Public Expenditure and Reform, Department of Finance, Shared Services (Peoplepoint, Payroll Shared Services Centre) and Office of Government Procurement.
- Developing and advancing ICT architectures and solutions for Shared Services.
- IT Control – operating and approval arrangements for ICT expenditure across the Public Service under Circulars 2/09 and 2/11.
- Leading the Public Service CIO council and representing Ireland at EU level in matters relating to ICT and eGovernment.

The OGCIO subhead was on profile (Outturn of €4.415 vs Profile of €4.456m).

The year-on-year increase between 2015 to 2016 in the allocation for this subhead reflects the implementation of the Public Service ICT Strategy. The expansion of the number of OGCIO strategic partners, and their increasing numbers of end-user and locations, has also driven the increase in the budget requirement for this subhead for 2016. Furthermore, an on-going investment in ICT infrastructures is necessary to ensure delivery of the appropriate level of services to end users. The budget allocation provides for the necessary external expertise and capital investments required to deliver across all of these objectives.

Among the key projects for 2017, OGCIO will be required to:

- Implement “Build to Share”, a core pillar of Public Service ICT Strategy, which will create shared capability to support integration across the Public Service and drive efficiencies in ICT service delivery. To this end, investment is required in Government Cloud Infrastructure, Common Applications Platform Infrastructure and Government Networks;
- Implement eCorrespondence, ePQs and eSubmissions and develop eFOI and eDocs;
- Provide services to support the implementation and operation of private Government cloud infrastructure;
- Fund consultation process to support development of a National Data Infrastructure;

- Implement new Digital Government Services Access Portal; and
- Invest in essential measures to assure availability and quality of service underpinning the shared ICT infrastructure supporting D/PER, NSSO, OGP and D/Finance. This will include expansion of Disaster Recovery services; enhancement of ICT security infrastructures; improvements to resilience and performance of systems; upgrade of corporate Wi-Fi service.

## Subhead B.7 – Reform Agenda

€,000 Subhead Description	2015 Outturn	2016 Estimate	2017 Estimate
Reform Agenda	1,794	2,008	1,981

The Reform Agenda Fund is used to support the cost of delivering initiatives related to the implementation of the Government’s Public Service Reform Plan and Civil Service Renewal Plan. It is used to:

- engage necessary external expertise on a range of issues;
- support programme management and other key implementation mechanisms centrally and in other Departments;
- support specific reform initiatives;
- support the development of business cases for key projects;
- drive increased adoption of business process improvement; and
- communicate the reform programme to staff and service users.

Spend of €1.794m in 2015 was significantly below the allocation of €2.423m. This occurred as costs were much less than expected in respect of a number of reform projects such as the Benefacts non-profits project and the Learning and Development Shared model. An anticipated recruitment of a project manager in respect of the single pension scheme did not take place.

The spend for 2015 reflects the additional resources required to implement the Civil Service Renewal Plan. The 2016 allocation shows a slight increase on the 2015 forecast primarily due to increased costs in respect of Benefacts (formerly INKEX).

Key deliverables within this subhead in 2016 & 2017 included:

- Support of the implementation of the Public Service Reform Plan which includes external implementation support, customer surveys, training, conferences and communications;
- Support of the implementation of the Civil Service Renewal Plan which includes supporting the teams to develop and implement actions in the plan, staff training, communications and external support as required.
- Support the completion of a public consultation on Commissioning Human Social and Community Services and formulate recommendations to Government;
- Provision of investment in the Benefacts website, which provides free publicly available data on the not-for-profit sector, in order that it may launch an expanded version of the website
- Provide Alternative Models of Service Delivery (including outsourcing) resources, training and management support;
- Conclude the cross-sectoral Debt Management project and finalise a report, including any recommendations, to Government.
- Publication of new Public Service Development and Innovation Framework;
- Support of the implementation of Phase 3 and Phase 4 of the Civil Service Renewal Plan which includes supporting the teams to develop and implement actions in the plan, staff training, communications and external support as required;
- Complete further capability reviews of Government Departments.

### Subhead B.8 – Employee Assistance Officer Shared Service

€,000 Subhead Description	2015 Outturn	2016 Estimate	2017 Estimate
Employee Assistance Service shared service	1,277	1,320	1,331

The CSEAS is a staff support service and plays an important part in an ethos of promoting employee wellness and organisational effectiveness. Confidential assistance is provided to staff and management; designed to assist employees manage work and life difficulties which, if left unattended, could adversely affect work performance and/or attendance and quality of life.

The 2015 outturn of €1.277m was largely on profile against a budget of €1.307m. The forecast spend for 2016 & 2017 has slightly increase in respect of programme pay costs.

### Subhead B.9 – Statute Law Revision Programme

€,000 Subhead Description	2015 Outturn	2016 Estimate	2017 Estimate
Statute Law Revision Programme	277	9	N/A

The Statute Law Revision Programme conducted comprehensive reviews of primary and secondary legislation leading to the repeal of spent or obsolete legislation.

Outturn of €0.277m was largely on profile with budget of €0.299m in 2015. The programme completed its work and this subhead has expired.

### Subhead C – Appropriations-in-aid

€,000 Subhead Description	2015 Outturn	2016 Estimate	2017 Estimate
Appropriations-In-Aid	4,309	2,165	2,946

This subhead records certain receipts arising in the normal course of the Departments business which are, or may be, retained to meet expenditure instead of being paid directly to the Exchequer. These receipts are known as Appropriations-in-Aid.

The estimate for Appropriations-in-Aid for 2015 was €3.88m. The positive variance of €0.429m arose largely due recoupments from the EU in relation to the Peace/Interreg programmes and is a direct result of the requirement for funding on that subhead (timing of funding demands will have a knock-on effect to recoupments).

Pension cashflow surpluses from the ESRI and the IPA ceased in 2015 leading to lower income than forecast.

Income 2015 was down on the 2014 outturn of €4.75m. The fall in income is due to less money being received in respect of the EU Programmes under the 2007-2013 Programmes. This continuing decline in money received from EU Programmes is reflected in the large reduction in the 2016 estimate.

**Sundry information in relation to Staff costs**

**Pay bill matters – back-up for figures shown in the Appropriation Accounts**

**Allowances and Overtime Payments:**

**2015**

	Total Amount Paid	Total number of Recipients	Recipients of €10,000 or more	Max. Individual payment of €10,000 or more
Higher, special or additional duties	€238,565	32	7	€34,209
Overtime and extra attendance	€39,767	19	1	€10,372
Miscellaneous	€46,757	16	1	€10,505
<b>Total Extra Remuneration</b>	<b>€325,089</b>			

**Notes:**

- The information above has been extracted from the CorePay system.
- Some officers receive more than one allowance.
- The names of the staff in receipt of each allowance have been identified and are available if required.

**Performance and Merit Pay:**

**2015**

Under the terms of the AHCPS 1% PCW restructuring agreement, 20 officers received a total of €44,296 in respect of PCW/seniority allowances.

**Redundancy Payments**

There were no redundancy payments in 2015.

The figures provided have been extracted from the CorePay system.

**(a) Staff numbers**

Year-end staff numbers excluding the co-funded SEUPB staff, over the past few years are as follows:

2014	314
2015	314
2016	357
2017	380 (estimate)

The PER staff complement at end 2015 was comprised of:

<b>Grade</b>	<b>Total</b>
Administrative Officer	48
Assistant Principal	81
Assistant Secretary	6
Auditor	1
Chief Medical Officer	1
Civilian Driver	2
Clerical Officer	29
Constituency Secretary	1
Director	1
Director Level	1
Executive Officer	27
Higher Executive Officer	66
Occupational Health Nurse	3
Occupational Physician	3
Parliamentary Assistant	1
Principal Officer	31
Secretary General	1
Staff Officer	10
Temporary Clerical Officer	1
	<b>314</b>

The above figures do not include the OGP and NSSO.

The increases related to 2016 and 2017 provided resources for the expansion of the Office of the Chief Government Information Officer, the delivery of the shared Learning & Development programme and the Civil Service Renewal Programme.