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<b>Lead topic: Public Service Numbers</b>	<b>Sub-topic: Public Service Numbers</b>	<b>Contact: Simon McGrath Ext: 6381</b>
<b>FAST FACTS</b>		
<ul style="list-style-type: none"><li>• Overall public service numbers reduced from a peak of more than 320,000 in 2008 to the Q4 2014 outturn of some 289,600, a reduction of approximately 10%. At end Q3, 2015, numbers stood at some 294,500, reflecting decisions made in Budget 2015.</li><li>• Following the announcement by the Minister in Budget 2015, the Moratorium and ECFs were lifted in 2015 and replaced by new arrangements which delegate sanction for management of Public Service numbers to Government Departments.</li><li>• To date, sanction has been delegated to all Government Departments with the main exceptions being Health and parts of the Education and Justice sectors.</li><li>• The delegation of sanction is subject to adherence to fixed three-year pay ceilings, ongoing monitoring of numbers and pay, and compliance with workforce planning.</li><li>• The policy change shifts focus from cuts and onto cost management, containment, reform and efficiency.</li><li>• The new arrangements allow Departments to recruit or promote in certain grades (up to and including PO or equivalent), so long as this can be achieved within the pay allocation.</li><li>• Departments may institute similar cascade arrangements with agencies or bodies under their aegis, again subject to overall pay ceilings and other provisions, and with corresponding sanction to manage staff numbers up to PO or equivalent.</li></ul>		

## **Q&A'S**

### **Why were the Moratorium and ECFs replaced?**

- The Moratorium on recruitment and promotions in the Public Service was an emergency response to the severe fiscal and economic challenges following the 2008 banking crisis.
- With the emergency receding, and the ongoing stabilisation and improvement in public sector finances, it was appropriate to return to a more normalised approach to staffing, allowing front-line managers' greater freedom to manage public sector staffing in response to service demands.

### **How can it be ensured that Public Service Numbers are kept at sustainable levels, and that the Public Service reform agenda is maintained?**

- Delegation of sanction will be contingent on Departments ongoing engagement with reform measures.
- There will be fixed multi-annual pay ceilings under which each Department must agree to manage staff costs.
- DPER will monitor pay costs and numbers on a monthly and quarterly basis.
- If a Department fails to remain within its pay ceiling or it appears likely that they may fail to do so, delegated sanction may be withdrawn.
- To fund additional staff or staff promotion, Departments will need to achieve efficiencies in their existing staff costs, by for example recasting grade mixes, reassigning duties or introducing more efficient business practices, thus controlling staff costs while maintaining the reform agenda.

### **What about all the gaps that appeared over the Moratorium?**

- The Moratorium was not a blanket ban on recruitment, and during its operation, provision was made for targeted recruitment in certain areas, in particular in the key front line sectors in Health, Education and Justice.
- With improvements in the fiscal environment, it is possible to employ more people to deliver the critical services that Irish people need.
- On top of the additional resources announced for Budget 2015, under Budget 2016, over 2,260 teachers and up to 600 Gardaí are to be recruited.
- Targeted recruitment into the Civil Service which began in 2014 continued in 2015 in the grades of Clerical Officer, Executive Officer, Administrative Officer, Assistant Principal Officer and Principal Officer.
- This recruitment will bring new people and new skills into the public service and address any imbalances which may have developed during the Moratorium.

**PUBLIC SERVICE NUMBERS TRENDS SINCE 2010 (end Q4 in each year)**

<b>YEAR</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Numbers	305,967	297,327	290,862	288,217	289,643
<i>y-o-y change</i>		-8,640	-6,465	-2,645	1,426
<i>% change</i>		-2.8%	-2.1%	-0.9%	0.5%
<i>Change 2014 over 2010</i>					-16,234
<i>% change</i>					-5.3%

**TREND BY SECTOR SINCE 2010 (end Q4 in each year)**

<b>YEAR</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Civil Service	36,439	36,614	36,330	36,118	36,172
Defence Sector	10,313	10,131	9,979	9,797	9,785
Education Sector	93,827	90,946	90,702	91,590	94,045
Health Sector	107,972	104,392	101,506	99,959	97,791
Justice Sector	14,722	14,238	13,352	13,021	12,787
Local Authorities	30,703	29,506	28,306	27,544	26,786
NCSAs	11,992	11,500	10,686	10,190	12,276
<b>Total</b>	<b>305,967</b>	<b>297,327</b>	<b>290,862</b>	<b>288,217</b>	<b>289,643</b>

Individual totals may not sum to overall totals due to rounding

