

CENTRAL PERSONNEL GROUP
NORTHERN IRELAND CIVIL SERVICE

702/99

cc: MR Todd
114.

From the Director of Personnel

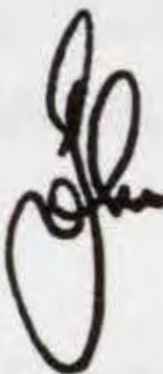
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*Mr Flack.
to note Pl. I have
asked Janet to copy to
Mrs Rebst - for info.
c/4/99.*

Mr John Hurley
Secretary General
Department of finance
Upper Merrion Street
DUBLIN

30 March 1999

Dear 

Jim Hamilton has briefed me on last Friday's meeting with your people which discussed a number of technical personnel issues surrounding the staffing of North/South Implementation Bodies. I was glad to hear that we continue to share to such a large degree a common view on the way in which these detailed issues should be handled.

I do have a concern however about the views expressed on your side on the need for incentive payments to staff who would be required to work in another jurisdiction, either on a short-term secondment basis, or on permanent transfer to the bodies. I understand that your Departments might consider "Maryfield allowance"-type payments to their staff working, or transferring to the Trade and EU Bodies (assuming they are located in the North) and the Belfast office of the Irish Language Agency.

We accept, of course, that staff should be reimbursed reasonable dislocation costs, whether these are due to a permanent move of home, or the additional costs of maintaining two homes on a temporary basis. We do not agree however that there is a need for "inducement" payments in addition to these. We believe that there is no objective case in current circumstances for an allowance for staff in implementation bodies similar to that paid to staff who had to work at Maryfield. Payment of such an allowance would not only increase the cost of the operation of the bodies unnecessarily, but would lead to demands from other staff transferred to the bodies but remaining in their current jurisdiction (or indeed staff recruited to the bodies directly) for similar treatment.

REF 1204079

3213/DT.

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It would seem odd indeed that simply because organisations like the Foyle Fisheries Commission and the Commissioners for Irish Lights, which already operate on all-Island basis, become North/South Implementation Bodies, their staff should expect or receive additional payments.

I appreciate that in your discussions with the Trade Unions to date you have held the line that no additional payments will be made to staff transferring to the bodies. Our staffing principles, which we have agreed jointly, also state that staff on secondment will retain the terms and conditions of their employer. It is important that we both continue to adhere to these positions to ensure the orderly establishment of the bodies. I would be grateful for your confirmation that you are content to proceed on this basis with no "inducement" payments.

Meanwhile, I have advised the relevant people in our Departments dealing with the establishment of the bodies to ensure that in any dealings they have with staff, they give no indication that "inducement" payments will be made to staff seconded, recruited or transferred to the bodies.

Yours sincerely

A. Gracey
P.F. **J G HUNTER**

Hidden cc	Mr McCusker
	Dr McCormick
	Mr Cornick
	Mr Lavery
	Ms Campbell
	Mr Briant
	Mr Carson
	Dr Smith
	Ms McAllister
	Mr Layberry
	Mrs McCloy
	Mr Conliffe
	Miss Cooper
	Miss Taylor