

## **RECORD OF DECISION – IP/SEU 9**

Pursuant to the Agreement between the Government of Ireland and the Government of the United Kingdom of Great Britain and Northern Ireland establishing a North/South Ministerial Council done at Dublin on 8 March 1999, the Agreement between the Government of Ireland and the Government of the United Kingdom of Great Britain and Northern Ireland establishing Implementation Bodies done at Dublin on 8 March 1999 and to the supplementary Agreement between the Government of Ireland and the Government of the United Kingdom of Great Britain and Northern Ireland constituted by the exchange of letters dated 18 June 1999, as amended by the supplementary Agreement between the Government of Ireland and the Government of the United Kingdom of Great Britain and Northern Ireland constituted by the exchange of notes dated 19 November 2002, Mr Ian Pearson, M.P., Parliamentary Under-Secretary of State and Mr. Charlie McCreevy, T.D., Minister for Finance have given consent to the decision sought in **Paper IP/SEU 9**. The effective date of this decision is 27 April 2004.

### **Decision Sought in Paper IP/SEU 9**

Following determination by the Body and the approval of Finance Ministers, Ministers are invited to approve the attached remuneration and other conditions of service and the assimilation arrangements that shall apply to the CEO of the SEUPB, in accordance with the requirement of the Implementation Bodies Agreement, Annex 2, part 7, paragraph 3.2.

## **ANNEX A**

### **Paper IP/SEU 9**

#### **RECOMMENDATIONS FOR REMUNERATION AND OTHER CONDITIONS OF SERVICE FOR THE SPECIAL EU PROGRAMMES BODY**

In the case of the CEO of SEUPB, Finance Ministers have approved the provisions set out below in relation to remuneration and other conditions of service:

##### ***Salary***

1. The salary scale shall be based on that of the Northern Ireland Civil Service Grade 5.
2. The pay scale shall consist of four fixed pay points; the scale at 1 April 2003 shall be £55175, £62350, £69525 and £76700 per annum.
3. The post-holder shall progress through the pay scale by moving up one point annually subject to satisfactory performance.
4. The salary shall be adjusted in future in line with that of the Northern Ireland Civil Service grade on which the new scale is based.

##### ***Performance Pay***

5. In addition, the CEO will be subject to a performance pay regime, common to the CEOs of all the Bodies, and containing the following elements:-
  - The CEO to prepare annually a set of four challenging personal objectives to be achieved in the forthcoming year.
  - Those objectives to be discussed and approved by the sponsor Departments.
  - At the end of the year the CEO to prepare a written self-assessment of performance for submission to the sponsor Departments.
  - Also at the end of the year, the CEO to prepare a written statement on the achievements of SEUPB against the Body's Business Plan, for submission to the sponsor Departments.

- The sponsor Departments, to decide on the appropriate bonus and to notify their decision to the Departments of Finance to facilitate monitoring.
- All corporate governance requirements, as specified in the financial memorandum for SEUPB, are to be met in full for the year in question, as a prerequisite of the payment of bonus.
- The maximum bonus normally attainable should be 10% of salary. Amounts in excess of 10% may be paid only in the most exceptional circumstances.
- No performance bonuses will be payable before April 2005, to allow for an assessment of performance during 2004/2005;

### ***Other Common Arrangements***

6. Without prejudice to the position of any of the current CEO post-holders in the Bodies, a car will not be provided.
7. Existing annual leave entitlements will remain unchanged.
8. In relation to other standard public sector benefits - e.g. sick leave, bank holidays, flexi-leave - the public sector practices prevailing in the relevant jurisdiction will be applied.