

RECORD OF DECISION - IP TOU 14

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. Barry Gardiner, M.P., Parliamentary Under-Secretary of State and Mr. John O'Donoghue, T.D., Minister for Arts, Sport and Tourism have given consent to the decision sought in **Paper IP/TOU 14** set out below. The effective date of this decision is 16 July 2004.

Decision sought in paper IP/TOU14

Following the determination by the Body and the approval of Finance Ministers, Ministers are invited to approve that:-

- (a) Any adjustments in remuneration that have applied to civil servants North and South should be applied retrospectively to the Body's Northern Ireland and Southern based staff respectively, other than its Chief Executive(s);
- (b) Any future adjustments in remuneration that apply to civil servants North and South will apply to the Body's Northern Ireland and Southern based staff respectively other than its Chief Executive(s) when notified by Sponsor Departments;

- (c) A special bonus scheme in line with Northern Ireland Civil Service Circular 19/89 will apply to the Body's Northern Ireland-based staff other than its Chief Executive(s); and

- (d) That the relevant Sponsor Departments, the Department of Arts, Sports and Tourism, and the Department for Enterprise, Trade and Investment, may approve determinations of starting salaries for staff recruited to Tourism Ireland other than the Chief Executive within the defined framework in the Annex to this paper; and that Sponsor Departments may permit Tourism Ireland to make such determinations without that approval if they (the Departments) are content to do so.

**FRAMEWORK FOR DETERMINATION OF STARTING SALARIES OF
STAFF IN NORTH/SOUTH IMPLEMENTATION BODIES/TOURISM
IRELAND (EXCEPT CHIEF EXECUTIVES)**

- determination of the above starting salaries may be approved by Sponsor Departments;
- Departments may permit the Bodies/Tourism Ireland to decide on the appropriate salary at appointment without prior approval from the Departments. The operation of this responsibility by the Sponsoring Departments and the Bodies/Tourism Ireland shall be within the context of the agreed Financial Memorandum;
- the Sponsor Departments will be responsible for monitoring starting salaries and will submit to the Finance Departments a joint report on an annual basis at which time Finance Departments may consider if any action is necessary;
- the determination of the starting salary will be governed by public sector recruitment policy North and South and best practice and should draw heavily upon the “Checklist” as previously agreed and issued to Sponsor Departments and Bodies/Tourism Ireland. Where possible the starting salary should be at the minimum unless there are compelling reasons for doing otherwise;
- an appropriate explanatory note should be included in the “Information to Applicants” which outlines the recruitment policy and states that *“Starting salary would normally be at the minimum. Consideration of a higher starting salary may be given to applicants with exceptional relevant experience and/or skills”*.