



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Candidate Information Booklet

Assistant Principal Officer in Oversight Delivery

The Policing Authority is committed to a policy of equal opportunity.
This competition will be run in compliance with the Commission for Public Service
Appointments (CPSA) Codes of Practice for Appointment to Positions in the Civil Service and
Public Service.
Codes of Practice are published by the CPSA and are available on www.cpsa.ie

Contact: Human Resources Department
Policing Authority
90 King Street
Dublin 7
Phone: 01 8589090,
Email: hr@policingauthority.ie

Are you who we are looking for?

We are looking for people with ambition to develop themselves both personally and professionally, who want to play an active role in helping to shape the new Policing and Community Safety Authority and fulfil its statutory mandate.

We are growing as an organisation and one of the first roles we are seeking to fill is that of an Assistant Principal to work in **Oversight Delivery** within the **Performance Assessment Directorate**. This senior management position (Assistant Principal Officer) offers an opportunity for an ambitious, enthusiastic and committed professional - with a strong commitment to serving the public interest - to influence and contribute to the development of the future Policing and Community Safety Authority. S/he will support the shaping and implementation of performance assessment of the policing service in Ireland. This person must believe in the purpose of our organisation, align with our values and want to support our ambitious growth over the next three years.

Who are we and what are our values?

The Policing Authority

The Policing Authority is an independent statutory body, established on the 1st January 2016, whose role is to oversee the performance of the Garda Síochána in relation to policing services. We also promote public awareness of policing matters and promote and support continuous improvements in policing in Ireland. During winter 2024, the Policing Authority will be dissolved and the Policing and Community Safety Authority will be established.

The Policing and Community Safety Authority

The Policing, Security and Community Safety (PCSC) Act 2024 provides for the establishment, and functions, of the new Policing and Community Safety Authority – see [Policing, Security and Community Safety Act 2024 \(irishstatutebook.ie\)](https://www.irishstatutebook.ie/eli/2024/act/12/enactment/). The Policing and Community Safety Authority's primary objective will be to oversee and assess the performance of An Garda Síochána in providing a policing service to the benefit of the safety of the public. The expected timeframe for commencement is winter 2024. We are currently making arrangements and preparations to transition, along with the Garda Inspectorate, to the new agency -the Policing and Community Safety Authority (PCSA).

The establishment of the PCSA provides an exciting opportunity for the establishment of an outstanding policing oversight and inspection regime in Ireland. Broadly speaking, the PCSA will incorporate the roles of the existing Policing Authority and the Garda Síochána Inspectorate, bringing oversight and inspection together in a single organisation. Before commencement of the PSCS Act, individuals will initially be recruited into the existing Policing Authority, and will then automatically transfer to the PCSA on its establishment.

Purpose and Values

We are looking for people to join us whose personal values align with our purpose and corporate values, and want to be part of an organisation which adheres to these guiding principles.

The future PCSA's "purpose" defines not just what it does, but how it does these things and the positive impact on society in Ireland that it is aiming to have. It will provide a clear context for daily decision making and will unify and motivate our staff and stakeholders.

The PCSA purpose will be to help achieve an effective policing service that meets the needs of communities in Ireland in all their diversity through our oversight role.

The PCSA will hold An Garda Síochána (AGS) to account for the delivery of policing services, ensuring a focus on human rights across all areas of policing and promote excellence in the delivery of policing services to all communities. We will work with community stakeholders and our inter-agency partners to promote effective collaboration in support of policing and community safety outcomes.

Our work will be conducted in an open and transparent manner. Our findings and recommendations will be evidence-based, and we will draw on recognised good practice and, standards of police accountability from other jurisdictions and our research.

Our Values

These values are what we stand for; they guide the organisation's behaviour and the types of decisions it will make.

Independent and Impartial

We will conduct our business in a manner that is independent in both thought and action. We will act with the utmost integrity at all times. We will be robust and evidence-based in our work and be fair and impartial in our processes, engagements and assessments.

Determined and Transparent

We will be determined and persistent in our efforts. We will be transparent in the performance of our functions, and will be accountable to the public. We will build trust with key stakeholders through active, open and honest communication.

Adaptive and Excellent

We will act and deliver to the highest professional standards, always seeking to learn, improve and adopt best practice in policing oversight and inspection. We value curiosity and continuous improvement within the PCSA and among those we work with.

Cohesive and Collaborative

We will work as one team sharing our skills, expertise, experience and insights. We will also work collaboratively with our external partners across government and society in order to drive and support the improvement of policing and community safety.

Empathetic and Respectful

We will treat everyone with empathy, humanity and respect. We will make sure people feel comfortable expressing their views and have an opportunity to be heard. We will do our best to ensure people are heard and that oversight is informed by the lived experiences of people in receipt of and delivering the policing service.

Committed to Human Rights

We will work to ensure an ethical policing service which has at its core the protection and vindication of human rights for all. We will promote equality, diversity, and inclusion in our own organisation, in policing and in wider society.

Overview of the Role

We are seeking an **Assistant Principal Officer** to work in **Oversight Delivery** within the **Performance Assessment Directorate** of the new organisation.

This position is a very exciting and challenging role for an experienced person who can demonstrate an excellent working knowledge of relevant areas of Policing Oversight and strong performance orientated focus as a member of the Senior Management Team. The successful candidate will play a key role in the Authority by influencing its capacity to perform its functions effectively in a complex environment.

The Role

Reporting to the Head of Performance Assessment, the Assistant Principal, Performance Assessment will play a key role in:

- The development and implementation of the performance assessment framework, to include contributing to the determination of the Policing Priorities and consideration of the Garda Síochána's Statement of Strategy and annual Services Plan, with associated metrics and indicators of success
- Determining the performance assessment workplan, aligning it to the Authority's strategic objectives, key oversight issues as they arise and emerge as the outcomes of inspections
- Engaging with the Garda Síochána at the level of senior management, Garda stations and Garda units nationwide to inform performance assessment and oversight delivery
- Engaging with stakeholders at national and community level to inform assessment of policing services
- Determining reporting requirements and guiding a team of colleagues to interrogate and analyse documentation, data and reporting to assess performance and maintaining a suite of key documents to facilitate oversight by the Authority of An Garda Síochána's delivery of policing services
- Preparation of briefings and analysis for Authority, commissioning and consolidating inputs, as required across the PCSA including from inspections, research, data and community outreach and engagement.
- Producing reports for the Minister, as requested
- Working with the Garda Síochána to maintain and track the implementation of recommendations arising from Authority inspections
- Building robust and effective working relationships with stakeholders in key government and Garda departments
- Actively contributing with other senior managers to the overall management and culture of the organization and in working collaboratively with colleagues in inspection and Strategy and Research teams to deliver on the Authority's objectives
- Providing leadership and assisting in the management of the Oversight Delivery Function through:
 - The development, implementation and review of the business plan;
 - Coaching and mentoring of staff and the transfer of skills;
 - Ongoing capacity building within the function in terms of knowledge, the development of stakeholder relationships, environmental awareness and skills

- Such other functions as may from time to time be required to fulfil the business objectives of the Policing Authority.

Person Specification

- Curious, confident and inquisitive, enjoys complexity and has the ability to see strategic linkages within the work
- Experience of working in a regulatory or oversight environment and a demonstrable understanding of oversight and/or regulation;
- Proven managerial and leadership experience and the ability to motivate, lead and develop staff;
- Strong verbal and written communication skills;
- A proven ability to establish, develop and maintain effective relationships with stakeholder groups at statutory, non-statutory and community level;
- Experience of managing multiple workload demands;
- Proven ability to apply own skills flexibly according to business need;
- Proven ability to work in a cross-functional environment, in addition to the ability to work independently in a pressurised environment

In addition, applicants should have all the abilities that are required at Assistant Principal Officer level. In particular applicants must demonstrate by reference to specific achievements that they possess the qualities, skills and knowledge required for the role of Assistant Principal Officer (in the context of this particular and specific Principal level post) as identified by the Public Appointments Service (PAS) capability framework.

Application Process

Persons interested in this role should submit an application to **hr@policingauthority.ie** citing the title of the position for which you wish to apply, and including:

- A comprehensive CV, (see *CV Guidance Note* in Appendix 1 of this Booklet);
- A completed Key Competencies Form, setting out specific examples demonstrating each competency. An overview of the relevant key competencies for this role, and the Key Competencies Form, are provided in Appendix 2 of this Booklet;
- A short cover letter (*no more than one page in length*) outlining why you wish to be considered for the post.

The deadline for the receipt of applications is **20th November 2024 at 3pm** and late applications will not be considered.

Selection Process

The selection process for this post may include:

- Shortlisting on the basis of the information supplied by candidates in their application to select a number of candidates to be invited to competitive interview;
- A preliminary interview;
- A presentation exercise, to be undertaken as part of a preliminary or final competitive

interview, work sample / role play, or any other tests or exercises that may be deemed appropriate; and

- A final selection interview if deemed necessary.

During any shortlisting exercise which may be employed, applications will be examined and assessed against pre-determined criteria based on the requirements of the position. The selection board will examine the information provided in your application and assess it against these criteria. It is therefore in your own interests to provide a detailed and accurate account of your qualifications and experience.

Candidates who are successful at the shortlisting stage will be invited to attend a preliminary interview. Following preliminary interview, successful candidates may be invited to attend a final competitive interview. Interviews are expected to take place during the month of **December 2024**. Candidates should ensure that they are available to participate, if shortlisted, at the interview stage.

While, we endeavor to give as much notice as possible for interview dates, the onus is on all applicants to make themselves available on the date(s) specified by the Authority for interview and to make whatever arrangements are necessary to ensure that they receive communications sent to them throughout the competition process.

Interviews may take place by attending in person at the offices of the Policing Authority or such other place as may be notified to the candidate or, alternatively, may take place remotely by means of video conference or using such other means of communication as determined by the Authority and notified in advance to the candidate.

Please note we acknowledge receipt of all applications. If you do not receive an acknowledgement within 2 working days of the closing date for applications, please email hr@policingauthority.ie.

References

We request that you include in your CV the names of people you feel would be suitable referees that we might consult (two to three names and contact details), one of which should be your current employer. Please be assured that we will only contact your referees with your consent should you come under consideration for appointment.

Security Clearance

An applicant will be required to undergo a Garda Vetting process and other security clearance as appropriate should they come under consideration for appointment to the position.

Canvassing

Candidates should note that canvassing will disqualify and will result in their exclusion from the process. Candidates must not:

- knowingly or recklessly provide false information;
- canvass any person with or without inducements;
- personate a candidate at any stage of the process;
- influence a decision of any person in relation to that process; or
- interfere with or compromise the process in any way.

These actions will result in the disqualification of the candidate and their exclusion from the process.

Where the Authority is of the opinion that there may have been interference or attempted interference with an appointment process, it may investigate the matter or cause it to be investigated by a person authorised on its behalf. Authority Members and staff are obliged by their Code of Conduct to report any approach to them by or on behalf of a candidate to the Chairperson, Chief Executive or Chair of the Audit and Risk Committee of the Authority, as appropriate.

Deeming of Candidature to be withdrawn

Candidates who do not attend for interview or other test when and where required by the Authority, or who do not, when requested, furnish such evidence as the Authority requires in regard to any matter relevant to their candidature, will be deemed to have withdrawn from the competition and will have no further claim to consideration.

Confidentiality and Data Protection

Protecting confidentiality is a priority for the Authority. All applications, tests, enquiries, and all aspects of the selection, vetting and appointments process are treated as strictly confidential, subject to the statutory framework and, unless required by law, are not disclosed to anyone other than those directly involved in the selection competition, clearance, or appointments process.

All data will be processed in accordance with the General Data Protection Regulation and relevant Data Protection law.

When an application form is received, a record will be created in the candidate's name which contains much of the personal information supplied. This personal record is used to process the application and is held in accordance with the General Data Protection Regulation (GDPR) and relevant data protection law. Certain items of information, not specific to any individual, may be extracted from records for general statistical purposes.

Code of Practice

This competition is being undertaken in accordance with the *Commission for Public Service Appointments (CPSA) Code of Practice for Appointment to Positions in the Civil Service and Public Service* <https://www.cpsa.ie/codes-of-practice/what-are-the-codes/Code-of-Practice-CS-PS.pdf>. The Authority will consider any requests for review in accordance with the provisions of this code.

Quality Customer Service

We aim to provide an excellent quality service to all our customers. If, for whatever reason, you are unhappy with any aspect of the service you receive from us, we urge you to bring this to our attention.

Further information

Feedback will be provided to candidates on written request.

The Policing Authority will not be responsible for refunding any expenses incurred by candidates.

The Policing Authority is an equal opportunities employer.

A panel of candidates may be established by the Authority as a result of this competition, which will expire no later than one year from the date of its establishment. Being placed on a panel does not entitle a candidate to be appointed by the Authority.

The admission of a person to a competition, or invitation to attend interview, or a successful result letter, is not to be taken as implying that the Policing Authority is satisfied that such a person fulfils the requirements or is not disqualified by law from holding the position.

Prior to making an offer to a candidate as a result of this competition the Policing Authority will make all such enquiries that are deemed necessary to determine the suitability of that candidate.

Continuing Professional Development

The Authority supports participation in relevant training and professional development courses related to an employee's business activities.

Eligibility to compete and certain restrictions on eligibility

Citizenship Requirements Eligible Candidates must be:

- (a) A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; or
- (b) A citizen of the United Kingdom (UK); or
- (c) A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; or
- (d) A non-EEA citizen who has a Stamp 4 visa¹ or a Stamp 5 visa;

To qualify candidates must meet one of the citizenship criteria above by the date of any job offer.

Collective Agreement: Redundancy Payments to Public Servants

The Department of Public Expenditure and Reform letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the Public Service by any Public Service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility)

Incentivised Scheme for Early Retirement (ISER):

It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in Department of Finance Circular 12/09 that retirees, under that Scheme, are not eligible to apply for another position in the same employment or the same sector. Therefore, such retirees may not apply for this position.

Department of Health and Children Circular (7/2010):

The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider Public Service or in a body wholly or mainly funded from public moneys.

¹ Please note that a 50 TEU visa, which is a replacement for Stamp 4EUFAM after Brexit, is acceptable as a Stamp 4 equivalent.

The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years. People who availed of the VER scheme are not eligible to compete in this competition. People who availed of the VRS scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).

Department of Environment, Community & Local Government (Circular Letter LG(P) 06/2013)

The Department of Environment, Community & Local Government Circular Letter LG(P) 06/2013 introduced a Voluntary Redundancy Scheme for Local Authorities. In accordance with the terms of the *Collective Agreement: Redundancy Payments to Public Servants* dated 28 June 2012 as detailed above, it is a specific condition of that VER Scheme that persons will not be eligible for re-employment in any Public Service body [as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011 and the Public Service Pensions (Single Scheme and Other Provisions) Act 2012] for a period of 2 years from their date of departure under this Scheme. These conditions also apply in the case of engagement/employment on a contract for service basis (either as a contractor or as an employee of a contractor).

Declaration

Applicants will be required to declare whether they have previously availed of a Public Service scheme of incentivised early retirement. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.

Employer of Choice

As an **Employer of Choice** the Civil Service has many flexible and family friendly policies, e.g. Worksharing, Shorter Working Year, Remote Working (operated on a 'blended' basis), etc. All elective policies can be applied for in accordance with the relevant statutory provisions and are subject to the business needs of the organisation.

The Civil Service also operates a Mobility scheme for all general service grades. This scheme provides staff with career opportunities to learn and partake in diverse roles across a range of Civil Service organisations and geographical locations.

PRINCIPAL CONDITIONS OF SERVICE

General

The appointment is to permanent post in the Civil Service and is subject to the Civil Service Regulations Acts 1956 to 2005, the Public Service Management (Recruitment and Appointments) Act 2004 and any other Act for the time being in force relating to the Civil Service.

Pay

The salary scale for the position (rate effective from **1 October 2024**) is as follows:

ASSISTANT PRINCIPAL OFFICER (PPC)

€ 79,086 – €81,999 – €84,952 – €87,914 – €90,873 – €92,579 – €95,563(LSI1) – €98,559(LSI2)

The PPC pay rate applies when the individual is required to pay a Personal Pension Contribution (otherwise known as a main scheme contribution) in accordance with the rules of their main/personal superannuation scheme. This is different to a contribution in respect of membership of a Spouses' and Children's scheme, or the Additional Superannuation Contributions (ASC).

A different rate will apply where the appointee is not required to make a Personal Pension Contribution.

Long service increments may be payable after 3(LSI1) and 6(LSI2) years satisfactory service at the maximum of the scale.

Important Note

Candidates should note that entry will be at the minimum of the salary scale and will not be subject to negotiation and the rate of remuneration may be adjusted from time to time in line with Government pay policy. Increments may be awarded subject to satisfactory performance.

You will agree that any overpayment of salary, allowances, or expenses will be repaid by you in accordance with Circular 07/2018: Recovery of Salary, Allowances, and Expenses Overpayments made to Staff Members/Former Staff Members/Pensioners.

Different terms and conditions may apply if, immediately prior to appointment, the appointee is already a serving Civil or Public Servant.

Tenure and Probation

The appointment is to a permanent position on a probationary contract in the Civil Service.

The probationary contract will be for a period of twelve months from the date specified on the contract. During the period of your probationary contract, your performance will be subject to review by your supervisor(s) to determine whether you –

- (i) Have performed in a satisfactory manner,
- (ii) Have been satisfactory in general conduct, and
- (iii) Are suitable from the point of view of health with particular regard to sick leave.

Prior to the completion of the probationary contract a decision will be made as to whether or not you will be retained pursuant to *Section 5A(2) Civil Service Regulation Acts 1956–2005*. This decision will be based on your performance assessed against the criteria set out in (i) to (iii) above. The detail of the probationary process will be explained to you by the Policing Authority and you will be given a copy of the Department of Public Expenditure NDP Delivery and Reform's guidelines on probation.

Notwithstanding the preceding paragraphs in this section, the probationary contract may be terminated at any time prior to the expiry of the term of the contract by either side in accordance with the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

In the following circumstances your contract may be extended and your probation period suspended.

- The probationary period stands suspended when an employee is absent due to Maternity or Adoptive Leave.
- In relation to an employee absent on Parental Leave or Carers Leave, the employer may require probation to be suspended if the absence is not considered to be consistent with the continuation of the probation and
- Any other statutory provision providing that probation shall -
 - (i) stand suspended during an employee's absence from work, and
 - (ii) be completed by the employee on the employees return from work after such absence.

Where probation is suspended the employer should notify the employee of the circumstances relating to the suspension.

All appointees will serve a one-year probationary period. If an appointee who fails to satisfy the conditions of probation has been a serving civil servant immediately prior to their appointment from this competition, the issue of reversion will normally arise. In the event of reversion, an officer will return to a vacancy in their former grade in their former Department.

Location

The office's location will be at 90 King Street North, Dublin 7. However, this may change and will be such as may be designated from time to time by the Authority. The Organisation operates a blended working policy and all staff are entitled to apply for blended working on an annual basis. Currently the working pattern is two days in the office and three days working remotely, following an initial two week settling in period in the office. When absent from home and headquarters on official duty, the appointee will be paid appropriate travelling expenses and subsistence allowances, subject to normal civil service regulations.

Hours of Attendance

Hours of attendance will be fixed from time to time but will amount to not less than 41 hours 15 minutes gross or 35 hours net per week. The successful candidate/s will be required to work such additional hours from time to time as may be reasonable and necessary for the proper performance of his / her duties subject to the limits set down in the working time regulations. The rate of remuneration payable covers any extra attendance liability that may arise from time to time.

Annual Leave

The annual leave allowance for the position is currently 30 days. This allowance is subject to the usual conditions regarding the granting of annual leave in the civil service, is based on a five-day week and is exclusive of the usual public holidays.

Sick Leave

Pay during properly certified sick absence, provided there is no evidence of permanent disability for service, will apply on a pro-rata basis, in accordance with the provisions of the sick leave circulars.

Officers who will be paying Class A rate of PRSI will be required to sign a mandate authorising the Department of Social Protection to pay any benefits due under the Social Welfare Acts directly to the Authority. Payment during illness will be subject to the officer making the necessary claims for social insurance benefit to the Department of Social Protection within the required time limits.

Superannuation and Retirement

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the Civil Service at the time of being offered an appointment. In general, an appointee who has never worked in the Public Service will be offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Full details of the Scheme are at www.singlepensionscheme.gov.ie.

Where the appointee has worked in a pensionable (non-Single Scheme terms) public service job in the 26 weeks prior to appointment or is currently on a career break or special leave with/without pay different terms may apply. The pension entitlement of such appointees will be established in the context of their public service employment history.

Key provisions attaching to membership of the Single Scheme are as follows:

- Pensionable Age: The minimum age at which pension is payable is the same as the age of eligibility for the State Pension, currently 66.
- Retirement Age: Scheme members must retire on reaching the age of 70.
- Career average earnings are used to calculate benefits (a pension and lump sum amount accrue each year and are up-rated each year by reference to CPI).
- Post retirement pension increases are linked to CPI.

Pension Abatement

- If the appointee has previously been employed in the Civil or Public Service and is in receipt of a pension from the Civil or Public Service or where a Civil/Public Service pension comes into payment during his/her re-employment that pension **will be subject to abatement** in accordance with Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

Please Note: In applying for this position you are acknowledging that you understand that the abatement provisions, where relevant, will apply. It is not envisaged that the employing Department/Office will support an application for an abatement waiver in respect of appointments to this position.

- However, if the appointee was previously employed in the Civil or Public Service and awarded a pension under voluntary early retirement arrangements (other than the Incentivised Scheme of

Early Retirement (ISER), the Department of Health Circular 7/2010 VER/VRS or the Department of Environment, Community & Local Government Circular Letter LG(P) 06/2013, any of which renders a person ineligible for the competition) the entitlement to that pension will cease with effect from the date of reappointment. Special arrangements may, however be made for the reckoning of previous service given by the appointee for the purpose of any future superannuation award for which the appointee may be eligible.

Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007

The Department of Education and Skills introduced an Early Retirement Scheme for Teachers. It is a condition of the Early Retirement Scheme that with the exception of the situations set out in paragraphs 10.2 and 10.3 of the relevant circular documentation, and with those exceptions only, if a teacher accepts early retirement under Strands 1, 2 or 3 of this scheme and is subsequently employed in any capacity in any area of the public sector, payment of pension to that person under the scheme will immediately cease. Pension payments will, however, be resumed on the ceasing of such employment or on the person's 60th birthday, whichever is the later, but on resumption, the pension will be based on the person's actual reckonable service as a teacher (i.e. the added years previously granted will not be taken into account in the calculation of the pension payment).

III-Health-Retirement

Please note any person who previously retired on ill health grounds under the terms of a superannuation scheme are required to declare, at the initial application phase, that they are in receipt of such a pension to the organisation administering the recruitment competition.

Applicants will be required to attend the CMO's office to assess their ability to provide regular and effective service taking account of the condition which qualified them for IHR.

Appointment post ill-health retirement from Civil Service

If successful in their application through the competition, the applicant should be aware of the following:

1. If deemed fit to provide regular and effective service and assigned to a post, their civil service ill-health pension ceases.
2. If the applicant subsequently fails to complete probation or decides to leave their assigned post, there can be no reversion to the civil service IHR status, nor reinstatement of the civil service IHR pension, that existed prior to the application nor is there an entitlement to same.
3. The applicant will become a member of the Single Public Service Pension Scheme (SPSPS) upon appointment if they have had a break in pensionable public/civil service of more than 26 weeks.

Appointment post ill-health retirement from Public Service

1. Where an individual has retired from a public service body his/her ill-health pension from that employment may be subject to review in accordance with the rules of ill-health retirement under that scheme.
2. If an applicant is successful, on appointment the applicant will be required to declare whether they are in receipt of a public service pension (ill-health or otherwise) and their public service pension may be subject to abatement.
3. The applicant will become a member of the Single Public Service Pension Scheme (SPSPS) upon appointment if they have had a break in pensionable public/civil service of more than 26 weeks.

Please note more detailed information in relation to pension implications for those in receipt of a civil or public service ill-health pension is available [via this link](#) or upon request to PAS.

Pension Accrual

A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one pre-existing public service pension scheme (i.e. non-Single Scheme) as per the 2012 Act shall apply. This 40-year limit is provided for in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

Additional Superannuation Contribution

This appointment is subject to the Additional Superannuation Contribution (ASC) in accordance with the Public Service Pay and Pensions Act 2017.

Note

ASC deductions are in addition to any pension contributions (main scheme and spouses' and children's contributions) required under the rules of your pension scheme.

For further information in relation to the Single Public Service Pension Scheme please see the following website - www.singlepensionscheme.gov.ie.

Secrecy, Confidentiality and Standards of Behaviour: Official Secrecy and Integrity

During the term of the probationary contract, an officer will be subject to the Provisions of the Official Secrets Act, 1963, as amended by the Freedom of Information Act 2014. The officer will agree not to disclose to unauthorised third parties any confidential information either during or subsequent to the period of employment.

Civil Service Code of Standards and Behaviour

The appointee will be subject to the Civil Service Code of Standards and Behaviour.

Ethics in Public Office Acts

The Ethics in Public Office Acts will apply, where appropriate, to this appointment.

Prior approval of publications

An officer will agree not to publish material related to his or her official duties without prior approval by the Chairperson of the Authority or by another appropriate authorised officer.

Political Activity

During the term of employment the officer will be subject to the rules governing public servants and politics.

All Circulars are available on the website www.circulars.gov.ie or from the Personnel Section.

IMPORTANT NOTICE

The above represents the principal conditions of service and is not intended to be the comprehensive list of all terms and conditions of employment which will be set out in the employment contract to be agreed with the successful candidate

Appendix 1

Guidance Note on Curriculum Vitae

Your CV should be no longer than 4 pages in length and should clearly state your relevant achievements and experience in your career to date.

A selection board will examine applicants' CVs and assess them against the requirements of the position. It is therefore in your own interests to ensure your CV clearly and accurately reflects your track record of achievement in the areas relevant to the post as set out in this information booklet.

Your career history is best presented in reverse chronological order so that the most recent roles appear first. Positions held more than 15 years ago require only a summary description. If you were involved in a project or piece of work with other individuals please ensure that your CV specifies the precise nature of your role/contribution.

Education Details:

Please specify status of award if not complete. Should you come under consideration for appointment, you may be required to provide evidence of any qualifications awarded.

At the end you may want to briefly note other achievements that you feel may be relevant to the particular role, for example:

- Other roles you may hold;
- Key Presentations;
- Language Skills (including level of fluency);
- Industry / Sectoral recognitions;
- Publications / Reports

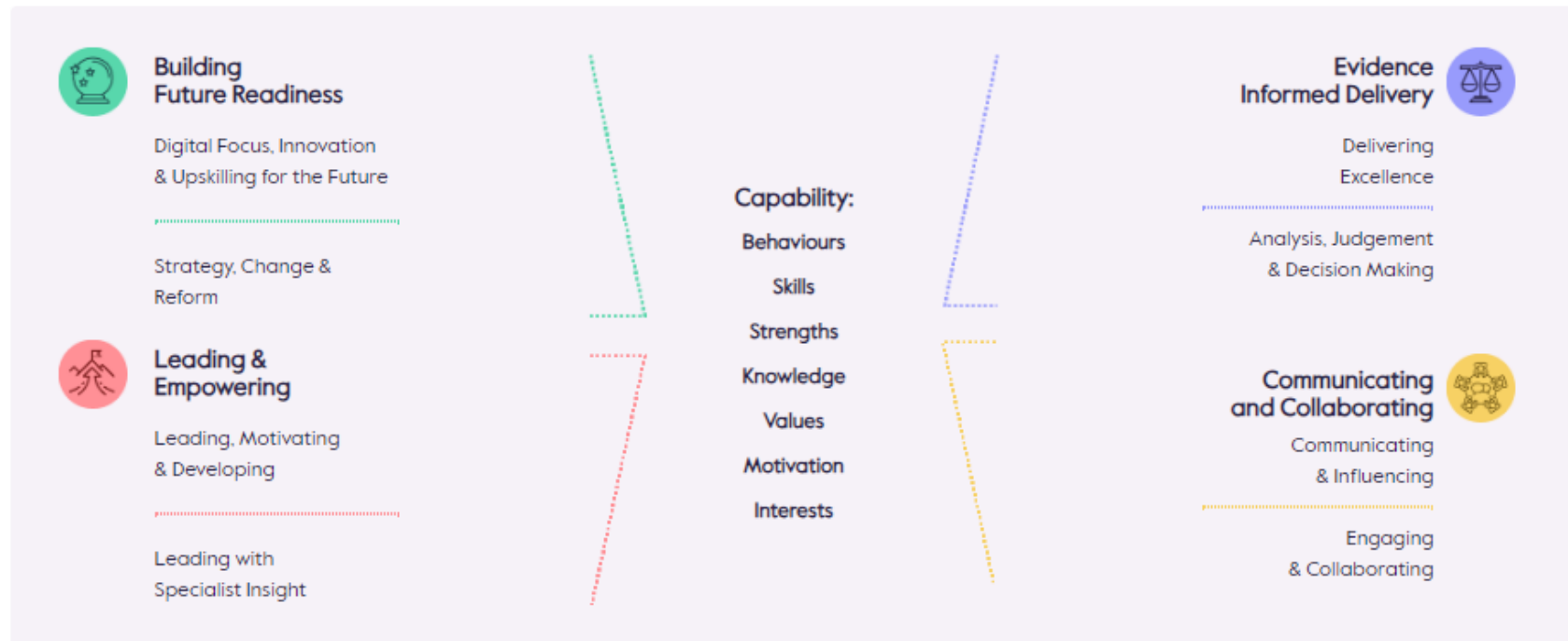
Appendix 2

Capability Framework

The following Key Capabilities have been identified for effective performance at

Assistant Principal Officer Level:

AP Assistant Principal Officer





Building Future Readiness



Delivering excellent public policy and services requires us to embrace change and innovation. We strive to create an inclusive customer centric strategy and vision that keeps pace with environmental, social and technological changes. Adopting an agile and digital-first approach, we will continually upskill, change and improve how we do things to meet current and future demands.



Digital Focus, Innovation & Upskilling for the Future

Digital Focus

- Drives the digital-first agenda by ensuring that digital tools and IT solutions are explored and utilised

Innovation & Continuous Improvement

- Delivers and promotes innovative, creative and practical solutions, with a commitment to continuous improvement
- Tries new or different approaches and is willing to take appropriate risks, learn from mistakes and adapt

Upskilling for the Future

- Committed to building own expertise, knowledge & skills for the future
- Proactively seeks development opportunities and regularly reflects on learning experiences, with awareness of own strengths and weaknesses
- Understands what the team needs to do, to build future readiness and skills



Strategy, Change & Reform

Strategic Capability & Future Focus

- Actively contributes to the development and evaluation of strategic plans, focusing on the short, medium and long term goals
- Supports the development of broader organisational and departmental policy, strategy, and objectives

Contextual Awareness & Adaptability

- Strong understanding of wider Civil Service policies and relevant developments in the Public and Private Sector
- Demonstrates awareness of changing circumstances, environment and context, with the ability to respond and adapt as necessary

Supporting Change & Reform

- Leads and supports others through change, highlighting the benefits and addressing resistance, concerns or feedback
- Supports the change and reform agenda by putting forward recommendations, implementing agreed change and focusing on improvement



Key Skills Examples

- Innovation
- IT and digital skills
- Continuous learning
- Systems thinking
- Process improvement
- Future forecasting



Key Skills Examples

- Managing & supporting change
- Policy and strategy development
- Goal setting
- Strategy implementation
- Strategic thinking



Evidence Informed Delivery



Delivering excellent public policy and services requires us to make evidence based and well-informed judgements and decisions, prioritise objectives and effectively manage resources, using relevant information to evaluate the delivered outcome to ensure maximum benefit for the people we serve.



Delivering Excellence

Managing Work & Resources

- Manages a programme of work, taking ownership over own independent projects and also overseeing team-based work
- Effectively plans and prioritises in the face of competing demands and resource constraints, ensuring results are delivered
- Estimates, manages and allocates resources effectively

Commitment to Quality Outcomes

- Sets high standards and goals for self and others with commitment to meeting these
- Advocates for delivering excellence in customer service and customer experience and instils this on others
- Monitors efficiencies, value for money and adheres to corporate governance requirements

Learning, Responding, Evaluating & Improving

- Quickly gets up to speed with new tasks or roles, gaining an understanding of requirements, relevant information and sensitivities
- Is flexible, agile and resilient in the face of difficulty or emerging demands
- Seeks feedback and evaluates delivery against required outcomes, taking action to learn, respond and improve



Key Skills Examples

- Project management
- Risk management
- Resource allocation
- Project evaluation
- Cost-benefit analysis



Analysis, Judgement & Decision Making

Analysing & Evaluating Information

- Can quickly gather, analyse and critically evaluate data from a range of sources, to identify key information
- Ensures data is collected, analysed and utilised on a regular basis to support work and to facilitate effective decision making
- Analyses and evaluates complex verbal and numerical information in an accurate and timely manner

Problem Solving

- Manages issues and solves problems in an informed, logical and composed manner, seeking additional information and inputs where necessary
- Effectively deals with difficult, ambiguous situations and 'on-the-spot' issues, quickly determining the best course of action

Informed Judgement & Decision Making

- Makes balanced judgements and decisions, drawing from evidence, experience and relevant policies and procedures, while also considering contextual issues or sensitivities
- Makes important, urgent or difficult decisions in an appropriate, timely and ethical manner, considering the broader implications or impact and sharing the rationale for decisions made



Key Skills Examples

- Critical research skills
- Data management and visualisation
- Data analytics
- Critical thinking



Leading and Empowering



Delivering excellent public policy and services requires us to lead in our areas of expertise, inspire others and create a clear vision. We are committed to developing, supporting, and empowering our colleagues to meet their potential and to creating a positive and inclusive work environment where everyone's contribution is valued.



Leading, Motivating & Developing

Developing, Motivating & Supporting Performance

- Ensures their team have exposure to development opportunities, strategically delegating tasks or projects and considering existing strengths and development needs
- Supports and motivates high performance by providing recognition, guidance, coaching and regular feedback
- Utilises and promotes both formal and informal performance management techniques

Vision, Purpose & Authenticity

- Creates and communicates a clear vision and goals
- Shows authenticity, passion and commitment to their work and reminds the team of the wider purpose and impact
- Leads with integrity, honesty, transparency and accountability

Empowerment, Psychological Safety & Inclusion

- Creates an inclusive, psychologically safe and open team environment
- Empowers their team by fostering autonomy, trust and honest communication
- As a leader, champions equality, diversity and inclusion, taking meaningful action through the work of their organisation and department and in supporting a diverse workforce

Social & Emotional Intelligence

- Openly prioritises the wellbeing of self and others, instilling a culture of support, empathy and consideration
- Demonstrates high self-awareness and ability to manage own emotions and behaviour, particularly in challenging situations



Key Skills Examples

- Performance management
- Coaching and providing feedback
- Managing remote or blended teams



Leading with Specialist Insight

Adding Value with Specialist Expertise

- Demonstrates a high degree of specialist expertise and knowledge in their area
- Adds value to the organisation and department by utilising their specialist expertise to meet the business needs and shape broader policy or strategy

Leading & Advocating

- Leads and provides direction, through openly sharing insights, knowledge, evidence and rationale in a non-technical manner
- Advocates and explains the value of their area or expertise and why it is necessary to prioritise
- Recognised as a thought leader or subject matter expert in their area of expertise, providing guidance, knowledge and leadership

Building Networks, Knowledge & Insights

- Gains insight and expertise through engaging with internal, external and international experts and colleagues
- Represents the organisation and department at formal and informal events, with professionalism and awareness
- Committed to continuous professional development, actively engaging in relevant courses, conferences and activities to keep knowledge up to date



Key Skills Examples

- Specialist skills in own area of expertise
- Research
- Networking



Communicating and Collaborating



Delivering excellent public policy and services requires us to work together, build relationships and collaborate enabling a joined up, whole-of-Government approach. Effective engagement and communication with our customers, clients and colleagues will enhance and build trust in our services.



Communicating & Influencing

Communicating Effectively & Listening to Understand

- Communicates and presents in a clear, professional, engaging and efficient manner, across verbal, digital and written communications
- Demonstrates understanding of own communication approach, adjusting style as appropriate for the audience
- Appreciates diversity and makes an active effort to involve different people, to bring challenge and alternative viewpoints

Influencing & Negotiation Skills

- Tactfully influences and persuades others and considers compromise when necessary
- Develops an understanding of context, sensitivities and differing perspectives, when engaging in discussions or negotiations
- Approaches difficult discussions, conflict or negotiations with respect, thoughtfulness, composure and self-assurance



Key Skills Examples

- Languages e.g. Gaelle
- Written skills
- Presenting
- Active listening
- Facilitating and chairing skills
- Influencing and storytelling



Engaging & Collaborating

Relationship Building & Stakeholder Engagement

- Utilises interpersonal skills to build and maintain working relationships within and outside of own area, team and department and organisation
- Engages and consults regularly with relevant stakeholders, managing expectations and providing insightful, open and transparent updates

Collaboration, Consultation & Cross-Functional Working

- Maximises opportunities to collaborate by asking the right questions, offering support, being proactive and showing understanding of others' objectives
- Proactively involves and consults with others, across all workplace arrangements such as remote, hybrid or blended or office-based



Key Skills Examples

- Collaboration
- Cross-functional working
- Networking
- Relationship building & interpersonal skills
- Social intelligence

