



PUBLIC SERVICE EXECUTIVE UNION

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Eligibility for Assistant Principal (Higher) Competition

Colleagues,

A number of members have made enquires in relation to the eligibility requirements for the Interdepartmental Promotion Competition for the position of Assistant Principal Officer (Higher) referenced in Circular 4 of 2017.

The circular restricts the eligibility thus:

“Eligibility will be confined to staff currently serving at the grades of Assistant Principal Standard and equivalent, and those among the 300 top ranking candidates in the current Assistant Principal Standard Interdepartmental Competition (‘Circular 26/2016: Interdepartmental Competition for promotion to Assistant Principal (AP) Standard in the Civil Service’) following the completion of Stage 2 of that recruitment and selection process (i.e. Assessment Centre).”*

Some members have sought clarity on whether or not this narrow definition of eligibility conforms with eligibility guidelines.

Eligibility guidelines are contained in three documents:

- A letter to Personnel Officers in January 2014 on the matter
- General Council Report 1526
- The Commission for Public Service Appointments report in respect of eligibility requirements for Civil Servants (2011)

All of these documents reach the same conclusion:

“In establishing eligibility criteria for promotion to positions in the Civil Service, the Minister for Public Expenditure and Reform should remove any criteria that may prevent civil servants with the requisite skills, experience and attributes from applying for promotion positions.”

It is clear that Circular 4 of 2017 deviates from the eligibility criteria described in these three documents. The PSEU have made representations to the Department of Public Expenditure and Reform on this matter.

However, under the CPSA guidelines, each potential applicant has the right to appeal any competitions measure that they do not believe is fair or correct. Sections 7 and 8 of the CPSA Code of Practice for Appointment to Positions in the Civil Service and Public Service set out the manner in which appeals can be taken. Any member who believes that they have been incorrectly excluded from the competition and who wishes to structure an appeal can find this document [here](#). Furthermore, the PSEU has prepared a guide to the appeal mechanisms [here](#).

In summary, members have asked why they are excluded from this competition when the Department of Public Expenditure and Reform's own policy is that all internal promotion competitions should remove any unnecessary eligibility barriers. While the Union is asking this very question on behalf of members, we remind members of their own right to bring their own challenge if they feel they have been aggrieved.

Yours sincerely,

Seán Carabini

Assistant General Secretary

To: All Br. Secs; EC Members; SOC Members; Head Office