



Mr. Eric Doyle Principal Officer
Ms. Linda Walsh Principal Officer
Department of Public Expenditure NDP Delivery and Reform
Government Buildings
Merrion St. Upper, Dublin 2
D02 R583

19th December 2024

Re: Claim for Clerical Officer/Grade 3 and Related Grades under the Local Bargaining Clause of the Public Service Agreement 2024-2026

Dear Mr. Doyle and Ms. Walsh,

I refer to Clause 4.2.1 of the Public Service Agreement 2024-2026 which states that ***“Employers and trade unions/associations may negotiate additional changes in rates of pay and/or conditions of employment up to a maximum of 3% of the basic pay cost, inclusive of allowances in the nature of pay, of the particular grade, group or category of employee or bargaining unit. This may include proposals involving changes in structures, work practices or other conditions of service”***

Accordingly, I set out, hereunder, the claim from Fórsa, in respect of Clerical Officer/Grade 3 and Related Grades. This claim is cross-sectoral and will be notified to the sectors, as appropriate, across the Civil and Public Services. However, this letter is directed to you as employer representatives for the Civil Service and as employer representatives and co-ordinators for the wider Public Service. The claim is as follows:

- **Removal of Point 6 of the Clerical Officer scales (on completion of 1 year at point 5, the next point of progression is point 7).**
- **Removal of Point 11 of the Clerical Officer scales (on completion of 1 year at point 10, the next point of progression is point 12).**
- **Removal of the 3 years waiting criteria for access to Long Service Increments on the Clerical Officer scales.**
- **An increase of 3.5% to the absolute maximum points of the Clerical Officer Scales.**

Adjustments directly in line with those set out above should also be made to the Higher Clerical Officer Scale which applies in the Civil Service.

The 2 lower entry points added to the Clerical Officer scales as austerity measures during the economic crisis should also be removed as they are no longer required, relevant or beneficial. Furthermore, any cost associated with the removal of same will not be counted against the claim set out above, although said cost will be offset by the fact that future new entrants would no longer skip points 4 and 8.

The claim is made in the context of the principles underpinning the Local Bargaining Clause and we reserve the right to advance arguments in that regard.

I await your response.

Yours Sincerely,

A handwritten signature in black ink that reads "Eamonn Donnelly". The signature is written in a cursive style with a horizontal line underneath it.

Éamonn Donnelly
Deputy General Secretary
Fórsa Trade Union.