

Minutes of Seventeenth Meeting of the EPA – RPII Merger Working Group (MWG)

Location: DECLG, Custom House

Date: 23 July 2014 (14.30 – 16.30)

In attendance:

- Mr. Dave Walsh, Assistant Secretary, Environment Division, DECLG (DW) (Chair)
- Ms. Emer Connolly, Principal Officer, DECLG (EC)
- Ms. Laura Burke, Director General, EPA (LB)
- Dr. Ann McGarry, Chief Executive, RPII (AMG)
- Mr. Jim Hurley (JH), via video link
- Ms. Beatrix Aigner, DECLG (Secretariat)

Apologies: Mr. Paul McDonald, DECLG

1. Minutes of last meeting

The minutes of the 16th meeting of the MWG were approved and it was agreed to have them published on the websites of both organisations.

2. Updates

i. HR

The MWG considered the draft note to staff on Grading Structures. It was agreed that a composite note on Grading Structure, taking into account the various drafts and comments, would be circulated to the DG EPA and CEO RPII for approval. The DG EPA and CEO RPII will decide when the note will be issued to staff in both organisations.

The MWG considered the RPII proposal re the grade harmonisation for RPII Scientific Officers. Further to discussion and taking into account all available options, which included consideration of harmonisation of SOs with EPA grades using different criteria, or leaving the SO grade outside the grade harmonisation process altogether, the MWG agreed that the criterion of salary maxima be applied to the SOs as this was the criterion that had been applied in the case of the other grades. However, recognising that this would result in a situation where the ORP structure would not reflect the existing arrangements in RPII and would not have any Level 3 posts and therefore would not be consistent with other EPA Offices, the MWG agreed that further consideration needs to be given to achieving an appropriate number of Level 3 posts in the ORP. This will be further progressed with the HR unit EPA, ORP and DECLG, with the aim of reaching a resolution within 3 months.