



CEA

Údarás Forfheidhmithe Corparáideach
Corporate Enforcement Authority

SENIOR INSOLVENCY SUPERVISION MANAGER

CANDIDATE INFORMATION BOOKLET

THE ORGANISATION

The Corporate Enforcement Authority (“CEA”)

The CEA is Ireland’s company law enforcement agency. Its mission is:

“To promote and serve the public interest by ensuring high levels of compliance with company law through effective advocacy and proportionate, robust, and dissuasive enforcement”.

Statutory mandate

The CEA’s statutory mandate derives principally from the Companies Act 2014. The CEA has also been conferred with statutory functions in respect of certain investment vehicles under the Irish Collective Asset-management Vehicles Act 2015.

The CEA’s primary functions are to:

- promote compliance with the Companies Act 2014,
- supervise the activities of liquidators and to assess the behaviour of insolvent companies’ directors and take associated enforcement action,
- investigate instances of suspected breaches of company law and, as appropriate:
 - take civil enforcement action (including issuing warnings, requiring that steps be taken to bring about compliance with company law and making applications to the High Court as necessary),
 - take summary prosecutions in the CEA’s own name,
 - refer matters to the Director of Public Prosecutions (“DPP”) for consideration as to whether charges should be directed on indictment.

Vision

The CEA’s vision is to be:

“An enforcement agency, trusted by the public and highly regarded by its stakeholders and counterparts, whose work contributes to public protection and to Ireland being regarded as a safe and well-regulated economy in which to invest and create employment”.

Strategic approach & activities

The CEA has dedicated its strategy over the period 2022-2025 to ensuring that a solid foundation is laid down upon which the agency can discharge its statutory mandate in an effective manner. Further information regarding the CEA, its strategy, functions, and activities is available at <https://cea.gov.ie/> and on its social media channels on LinkedIn and Twitter.

THE ROLE

Overview

As a specialist law enforcement agency tasked with enforcing the Companies Act 2014, the CEA is a multi-disciplinary organisation. Having regard to its principal statutory functions, and the associated workstreams, the CEA's staff complement includes, amongst others, accountants, lawyers, digital forensics professionals and seconded members of An Garda Síochána.

The CEA wishes to recruit a Senior Insolvency Supervision Manager (Assistant Principal Level). The successful candidate can look forward to a varied and challenging portfolio of responsibilities and involvement in work that is both innovative and novel. While duties may be varied from time to time, initially the successful candidate will have responsibility for managing the operations of the Insolvency Supervision Unit and will report to the Director of Insolvency Supervision who through their leadership will ensure that the directorate contributes effectively to the organization as a whole in the achievement of its strategic and operational goals and objectives.

The CEA is running an open competition to establish a panel of suitably qualified and experienced individuals to fill the current vacancy and any vacancy that may arise over the lifetime of the panel.

The CEA is an equal opportunities employer and is committed to championing an inclusive and diverse workforce that reflects modern Ireland. The CEA strives to create a culture where all staff have equal access to opportunity and feel comfortable and confident to be themselves at work.

Principal duties and responsibilities of the role

The responsibilities associated with this challenging and demanding role are wide and varied. In that context, the following is a non-exhaustive overview of some of the principal duties and responsibilities associated with the position.

- ensuring the timely examination of each liquidator's report and associated adjudication thereon to the required standard,
- the operation of the statutory undertakings' regime to the required standard,
- developing, progressing and, managing internal initiatives, such as focussed/thematic reviews and enforcement programmes,
- ensuring the timely actioning of appropriate responses to individual inputs, including, where relevant, the internal referral of matters within the CEA,
- in relevant instances, drafting clear and concise reports for senior management, setting out the key issues, available options, and associated recommendations,
- developing, documenting, and revising procedures as required,
- leading, managing, and mentoring staff as required and contributing to staff training and ongoing development,
- developing and maintaining relationships with key external stakeholders and liaising with same as required,
- managing risk in accordance with the CEA's risk management processes and procedures, and
- leading on change and the introduction of new/revised methodologies as necessary.

The Insolvency Supervision Unit has responsibility, *inter alia*, for:

- the receipt of statutory reports submitted by liquidators of insolvent companies,
- liaising with third parties regarding other information relevant to individual liquidations,
- the examination and analysis of liquidators' reports by reference to all available information and issuing supplementary requests for information and explanations as considered necessary,
- determining, having regard to all relevant information, whether relief should be granted to liquidators in respect of company directors,
- administering, in respect of suitable cases, a regime of statutory undertakings as provided for by company law,
- identifying issues suggestive of wrongdoing and, as appropriate, referring same internally within the CEA,
- managing a disqualification programme *vis-à-vis* the directors of insolvent companies that have been involuntarily struck off the Register of companies,
- supervising liquidators in the proper discharge of their relevant statutory functions and taking/recommending appropriate action where that is not the case,
- developing and managing relationships with relevant external stakeholders.

The above is not, and does not purport to be, a comprehensive list of all duties involved and consequently, the successful candidate may be required to perform other duties as appropriate to the post which may be assigned from time to time.

THE PERSON

Essential requirements

The successful candidate will on or before the closing date of **3.00pm Friday 23rd February 2024** possess:

- I. a relevant third level qualification (e.g., in a law or business-related discipline),
- II. at least 4 years relevant experience in the area of insolvency, in either the private or public sector, and
- III. experience in managing and leading people.

Personal attributes

The successful candidate will:

- be capable of demonstrating a sound knowledge/understanding of the principal parties' rights and obligations under company law and of relevant company law processes such as financial reporting and winding up,
- possess excellent analytical skills, with the capacity to quickly identify key issues and the associated opportunities and risks,
- be capable of demonstrating a strong track record in the exercise of sound professional judgement,
- possess excellent interpersonal, verbal, and written communication skills,
- exhibit strong leadership qualities, with the ability to motivate, engender a team ethos, and promote effective collaboration,
- possess the capacity to operate credibly at senior levels, both within the CEA and externally,
- be capable of demonstrating a strong track record in managing multiple agendas, projects, tasks, and assignments in an effective manner,
- be capable of demonstrating an appreciation of the requirements and challenges for working effectively in a multi-disciplinary environment, including the flexibility to work effectively with all other relevant colleagues and stakeholders across sectoral, organisational, and professional boundaries,
- be capable of demonstrating an appreciation of the CEA's objectives, a keen awareness of the environment within which it operates and of the particular obligations which stem from the CEA's status as a public body funded entirely by the Exchequer, and a strong commitment to serving the public interest.

The post holder will also be expected to be able to demonstrate that they possess the key competencies for effective performance at Assistant Principal level which are outlined in Appendix 1.

THE PROCESS AND ASSOCIATED CONDITIONS

How to apply

To apply for this position, candidates should submit the Application Form to recruitment@cea.gov.ie

Should you wish to have a confidential discussion regarding the role, to arrange same you should contact Ms. Suzanne Young, Senior HR Manager at hr@cea.gov.ie or 087 188 3724.

The deadline for applications is **3.00pm Friday 23rd February 2024.**

Selection process

Overview

The CEA will convene a suitably constituted interview board to carry out the competitive stages of the selection process to the highest standards of best practice. The approach employed may include one or more of the following:

- a shortlisting of candidates, on the basis of the information contained in their application materials,
- one or more competitive competency-based interviews, which may include a presentation or other exercises,
- any other tests or exercises that may be deemed appropriate.

Shortlisting

Depending upon applicant numbers, candidates may be shortlisted on the basis of their application materials. It is, therefore, candidates' responsibility to ensure that all relevant information is contained in their application form.

Interview

Candidates may be called for one or more competitive interviews. Receiving an invitation for interview is not an acceptance that the candidate meets the eligibility requirements for the position.

Competition updates

Competition updates will be issued to the email address entered on the application form. The onus is on each applicant to ensure that they are in receipt of all such communications. You are advised to check your emails on a regular basis throughout the duration of the competition; in addition, be sure to check junk/spam folders should any emails be mistakenly filtered. The CEA accepts no responsibility for communication not accessed or received by an applicant.

Interview dates

The onus is on all applicants who are shortlisted for interview to ensure they are available for interview on the identified date.

Interview expenses

The CEA will not be responsible for any expense, including travelling expenses that applicants may incur in connection with their application for this post.

Panels

At the CEA's discretion, a panel may be created from which future vacancies may be filled. Placement on a panel does not guarantee that an offer will be made.

Candidate vetting

Any offer made is contingent upon, and subject to, verification of qualifications (by reference to original documents, certified transcripts etc.), Garda vetting procedures and receipt of satisfactory references (concerning character and prior employment(s)). Candidates who do not satisfy the requirements for the position, therefore, risk putting themselves to unnecessary efforts/expense. Should you reach this stage of the process, you will be required to complete a Garda eVetting form.

Canvassing

Canvassing will disqualify.

Code of Practice

The selection process for appointments will be conducted in accordance with the Code of Practice Appointment to Positions in the Civil Service and Public Service (2022) published by the Commission for Public Service Appointments ("CPSA") and are available at www.cpsa.ie. Candidates are advised to familiarise themselves with the contents of the Code of Practice including, inter alia, the provisions in relation to the responsibilities placed on candidates.

Data protection

The General Data Protection Regulation ('GDPR') came into force on the 25th of May 2018, replacing the existing data protection framework under the EU Data Protection Directive.

When an Applicant applies for a competition run by CEA, a computer record is created in the Applicant's name. Information submitted with a job application is used in processing the application. Where the services of a third party are used in processing the application, it may be required to provide them with information. However, all necessary precautions will be taken to ensure the security of the Applicant's data.

To make a request to access personal data, an Applicant should submit a request by email to dataprotection@cea.gov.ie ensuring that they describe the records sought in the greatest possible detail to enable us to identify the relevant record (s).

Candidates' rights - review procedures in relation to the selection process

The selection process for this competition is being carried out in accordance with the principles set out in the Code of Practice for Appointment to Positions in the Civil Service and Public Service.

Information regarding review procedures is set out in Sections 7 and 8 of the above Code of Practice. (The two procedures are mutually exclusive other than in the most exceptional circumstances which will be determined by the Commission at its sole discretion.)

- **Informal Review:** Where possible, and only with the agreement of the candidate, every effort will be made to resolve any issues/complaints by way of an informal process.
- **Section 7** review procedures apply in cases where a candidate is unhappy with an action or decision in relation to their candidature (but does not believe there was a breach of the Code of Practice).
- **Section 8** review procedures apply where a candidate believes that an aspect of the process breached the CPSA's Code of Practice.

Timelines for review requests are as follows.

Section 6 Informal Review	SECTION 7 Formal Review	SECTION 8 Formal Review
<p>Request for Informal Review – within 5 working days of the original selection decision: Decision to issue within 5 working days from receipt of the request.</p>	<p>Interim stage of competition Request for Formal Review – within 2 working days of receipt of decision.</p> <p>Final stage of competition Request for Formal Review – within 5 working days of the candidate receiving notification of either the original decision or the decision on their informal complaint. Decision to issue within 25 working days.</p>	<p>Request for Formal Review – within 5 working days of the candidate receiving notification of either the original decision or the decision on their informal complaint. Decision to issue within 25 working days.</p> <p>Appeal to the CPSA – 10 working days after receipt of decision arising from office holder’s review</p>

Complaints process

A candidate may believe there was a breach of the Commission’s Code of Practice by the CEA that may have compromised the integrity of the decision reached in the appointments process. The complaints process enables candidates (or potential candidates) to make a complaint under Section 8 to the Authority, in the first instance, and to the Commission for Public Service Appointments subsequently on appeal if they remain dissatisfied.

Allegations of a breach of the Code of Practice should be addressed in writing, and within a reasonable timeframe, to the office holder (in this instance the Director of Governance and Support Operations), in the first instance. The complainant must outline the facts that they believe show that the process followed was wrong.

The complainant must also identify the aspect of the Code they believe has been infringed and enclose any relevant documentation that may support the allegation. A complaint may be dismissed if they the complainant cannot support their allegations by setting out how the CEA has fallen short of the principles of this Code.

For further information on the above procedures please see the Code of Practice Appointments to Positions in the Civil and Public Service which is available on the website of the Commission for Public Service Appointments, www.cpsa.ie

There is no obligation on the CEA to suspend an appointment process while it considers a request for a review. Please note that where a formal review of a recruitment and selection process has taken place under Section 7 of this Code of Practice, a complainant may not seek a further review of the same process under Section 8, other than in the most exceptional circumstances that will be determined by the Commission at its sole discretion.

Requests for feedback

Feedback in relation to the selection process is available on request. Please note that the Review Process as set out in the Code of Practice is a separate process with specified timeframes which must be observed. Receipt of feedback is not required to invoke a review. It is not necessary for a candidate to compile a detailed case prior to invoking the review mechanism. The timeframe set out in the CPSA Code cannot be extended for any reason including the provision of feedback.

Review process

Complaints/requests for review will be considered by Human Resources in accordance with the procedures set out in the Code of Practice.

Eligibility to compete and certain restrictions.

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 visa: or
- e) a person awarded international protection under the International Protection Act 2015, or any family member entitled to remain in the State as a result of family reunification and has a stamp 4 visa, or
- f) a non-EEA citizen who is a parent of a dependent child who is a citizen of, and resident in, an EEA member state or the UK or Switzerland and has a stamp 4 visa.

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

Information on legislation and guides to the procedures in relation to obtaining green card permits, work permits, and spousal/dependent permits are available on the Department of Business, Enterprise and Innovation website. <https://dbej.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/>.

Candidates will be required to provide verification of citizenship eligibility and qualifications in a form acceptable to the CEA.

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 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)

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. 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)

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

Principal Conditions of Service

The appointment is to a 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.

Salary

The Salary Scale for the position is as follows (rates effective from 1st October 2023):

Assistant Principal Officer - Personal Pension Contribution (PPC) Scale

€75,822, €78,614, €81,445, €84,286, €87,122, €88,757, €91,619 (LSI1), €94,491 (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 (i.e., MAX).

IMPORTANT

Please note that entry will be at the **minimum** point of the scale. Candidates should note that **the rate of remuneration will not be subject to negotiation** and may be adjusted from time to time in line with Government pay policy (different terms and conditions may apply if you are a currently serving civil or public servant).

Subject to satisfactory performance, increments may be payable in line with current Government Policy. 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.

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 12 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 CEA and you will be given a copy of the Department of Public Expenditure 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.
- Probation may be suspended in cases such as absence due to a non-recurring illness, 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.

Annual Leave

In addition to the usual public holidays, the annual leave allowance for this position is 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 authorizing the Department of Social Protection to pay any benefits due under the Social Welfare Acts directly to the employing Department or Organisation. 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.

Location

The position is based in the CEA's offices in Dublin at **16 Parnell Square East, Dublin, D01 W5C2**. When absent from home and headquarters on official duty the appointee will be paid appropriate travelling expenses and subsistence allowances, subject to the normal civil service regulations. The CEA is committed to embracing opportunities for blended working and as an employer, the CEA operates a blended working policy that facilitates access to remote working options having regard to organisational requirements.

There is a requirement for employees on probation to attend the office full time for the initial three months of probation for the purpose of:

- assisting with adapting to their new role and work environment
- facilitating ongoing engagement with managers and with team members
- facilitating team bonding and collaborations
- facilitating face-to-face meetings and training where required and/or
- assisting with the assessment of the probationer's performance during the probationary period.

The probationary employee will be entitled to apply for blended working on a phased basis during the probation period. It is envisaged that following a satisfactory probationary review at three months, employees will be entitled to apply for one day remote working, and two days at six months.

All blended working arrangements in the CEA are subject to the organisational requirements and Government policy.

Hours of Attendance

Hours of attendance will be as fixed from time to time but will amount to on average not less than 41 hours and 15 minutes gross or 35 hours net per week. The successful candidate 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.

Training and Development Opportunities

The CEA places considerable importance on training and education and invests heavily in both. The CEA supports its staff in the pursuit of relevant training and qualifications, including:

- the attainment of relevant third level qualifications,
- relevant training, and
- the fulfilment of CPD requirements.

Unfair Dismissal Acts 1977-2015

The Unfair Dismissals Acts 1977-2015 will not apply to the termination of this employment by reason only of the expiry of this probationary contract without it being renewed.

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).

Ill-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 to 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](#).

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

Subject to the provisions of the Official Secrets Act 1963, as amended by the Freedom of Information Act 2014, all enquiries and applications are treated as strictly confidential and are not disclosed to anyone, outside those directly involved in the process.

During the term of the probationary contract the officer will agree not to disclose to unauthorised third parties any confidential information either during or after the period of their 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.

IMPORTANT NOTICE

Candidates should note that different terms and conditions may apply if, immediately prior to appointment, the appointee is a serving civil or public servant.

The foregoing 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(s).

APPENDIX 1: Civil Service Competency Framework Assistant Principal Officer Level

Competencies Extract

Assistant Principal Officer Level Competencies

Effective Performance Indicators

Leadership	Actively contributes to the development of the strategies and policies of the Department/ Organisation
	Brings a focus and drive to building and sustaining high levels of performance, addressing any performance issues as they arise
	Leads and maximises the contribution of the team as a whole
	Considers the effectiveness of outcomes in terms wider than own immediate area
	Clearly defines objectives/ goals & delegates effectively, encouraging ownership and responsibility for tasks
	Develops capability of others through feedback, coaching & creating opportunities for skills development
	Identifies and takes opportunities to exploit new and innovative service delivery channels
Judgement, Analysis & Decision Making	Researches issues thoroughly, consulting appropriately to gather all information needed on an issue
	Understands complex issues quickly, accurately absorbing and evaluating data (including numerical data)
	Integrates diverse strands of information, identifying inter-relationships and linkages
	Uses judgement to make clear, timely and well grounded decisions on important issues
	Considers the wider implications, agendas and sensitivities within decisions and the impact on a range of stakeholders
Takes a firm position on issues s/he considers important	
Management & Delivery of Results	Takes responsibility for challenging tasks and delivers on time and to a high standard
	Plans and prioritises work in terms of importance, timescales and other resource constraints, re-prioritising in light of changing circumstances
	Ensures quality and efficient customer service is central to the work of the division
	Looks critically at issues to see how things can be done better
	Is open to new ideas initiatives and creative solutions to problems
	Ensures controls and performance measures are in place to deliver efficient and high value services
Effectively manages multiple projects	
Interpersonal & Communication Skills	Presents information in a confident, logical and convincing manner, verbally and in writing
	Encourages open and constructive discussions around work issues
	Promotes teamwork within the section, but also works effectively on projects across Departments/ Sectors
	Maintains poise and control when working to influence others
	Instills a strong focus on Customer Service in his/her area
	Develops and maintains a network of contacts to facilitate problem solving or information sharing
Engages effectively with a range of stakeholders, including members of the public, Public Service Colleagues and the political system	
Specialist Knowledge, Expertise and Self Development	Has a clear understanding of the roles objectives and targets of self and the team and how they fit into the work of the unit and Department/ Organisation
	Has a breadth and depth of knowledge of Department and Governmental issues and is sensitive to wider political and organisational priorities
	Is considered an expert by stakeholders in own field/ area
	Is focused on self development, seeking feedback and opportunities for growth to help carry out the specific requirements of the role
Drive & Commitment to Public Service Values	Is self motivated and shows a desire to continuously perform at a high level
	Is personally honest and trustworthy and can be relied upon
	Ensures the citizen is at the heart of all services provided
	Through leading by example, fosters the highest standards of ethics and integrity