

FOI DOF/2024-0537

Request

Re: DOF/2024-0477 FOI Response

1. Please also provide me with a copy of any documentation put forward to request pay leads for Engineers which were submitted in the NICS comprehensive pay and grading review (CPGR) which became effective commencing 1 August 2012 and also any reports detailing why this was not approved.
2. Also, since the CPGR, please provide me with a copy of the requests that have been made for a pay lead for Engineers and the responses.
3. In your response you stated that DoF is consulting with trade unions for a new recruitment and retention allowance and with relevant heads of profession. Within, the Department for Infrastructure, who are you consulting with? Who is (are) the Head(s) of profession for Engineering in the NICS that are being consulted in this exercise?

DoF Response

I can confirm the department holds some of the information requested.

1. The Department does not hold any documentation relating to a request for the introduction of a pay lead for engineers as part of the Comprehensive Pay and Grading Review (CPGR).
2. The Department does not hold any documentation relating to a business case requesting a pay lead for engineers since the terms of the CPGR were applied.
3. There have been a number of informal discussions with the Department for Infrastructure over recruitment and retention issues relating to civil engineers. Those discussions have been with the Head of Profession, the Deputy Secretary and the Head of Workforce Planning for Transport and Road Asset Management at different times; no formal business case has been submitted in advance of the approval and introduction of the new Recruitment and Retention allowance policy. David Porter (Dfl) is the current Head of Profession for Engineering.