

	Double Payment Issue	Arrangements for staff working at elections/at polling stations
Welsh Government	Civil servants are not allowed to be paid twice from the public purse.	<p>As Civil servants are not allowed to be paid twice from the public purse, during the working week WG staff have a choice of:</p> <ul style="list-style-type: none"> • applying for paid special leave on the day/s in question and not claiming any payment from the local authority or; • applying for unpaid special leave and claiming a payment. <p>Returning Officers may pay civil servants for the hours over and above their standard hours of 7.24 or 3.42 on a pro-rata basis. Staff must liaise directly with the local authority they are working for to arrange this payment.</p> <p>For work on Saturday and Sunday, staff would be paid by the local authority for the role they are undertaking (specific arrangements vary between local authorities).</p> <p>Payment, where appropriate, will be made by PAYE and eligible for income tax and you staff need to ensure they have declared this payment to HMRC using a self-assessment form.</p>
Scottish Government	Civil servants are not allowed to be paid twice from the public purse.	<p>SG have a choice of:</p> <ul style="list-style-type: none"> • using volunteering leave and not receive any remuneration from Returning Officers (full or half days, to cover the time you would otherwise have been at work); or • using unpaid special leave and accept remuneration from Returning Officers for the full period you volunteer <p>You must first seek permission from your line manager.</p>
Cabinet Office	Civil servants are not allowed to be paid twice from the public purse.	For any period of approved unpaid absence (such as special leave) due to public service.

Private Occupation Benchmarking

ANNEX A

		<p>Remuneration or compensation must only be accepted for travel and subsistence and up to the extent of their loss of earnings (e.g. their day rate in their Civil Service job).</p> <p>The only exception is the Armed Forces.</p>
Irish Civil Service	<p>It is expected that the One Person One Salary principle is strictly adhered to for all Civil/Public servants. While an exemption may be sought such exemptions are rarely granted and only in very exceptional circumstances.</p>	<p>Exceptional circumstances are subject to the following benchmark;</p> <ol style="list-style-type: none"> 1) that the duties involved are neither a part nor an extension of the officer's normal duties, and 2) that a rigid insistence on the principle of one person-one salary would deny scarce skills to the State, and 3) that payment is permitted for one additional appointment only, and 4) that the approval of the Department of Finance for additional payments is required in each case, and 5) that in no case should payment exceed the normal fee for the activity concerned.
DWP	<p>The Civil Service Management Code's (CSMC) principle is that Civil Servants should not be paid twice from the public purse for the same hours.</p>	<p>DWP staff have a choice of:</p> <ol style="list-style-type: none"> 1. applying for paid special leave and only accept payment from Returning Officers for hours worked outside of their normal civil service hours; or 2. applying for unpaid special leave and accept payment from Returning Officers for the full period they work. <p>This approach is consistent with the Civil Service Management Code's (CSMC) principle that Civil Servants should not be paid twice from the public purse for the same hours, as well as Returning Officers' legal obligation to pay their electoral staff.</p>