

ANNEX A

Options	Pro	Con
<p>1</p> <p>Do nothing i.e. allow policy provision for civil servants to use annual leave to undertake paid work for another public sector body.</p>	<ul style="list-style-type: none"> • No risk to The Electoral Office’s ability to staff elections • Encourages and supports Civil Servants in democratic participation • In line with Local Council approach 	<ul style="list-style-type: none"> • Out of line with other civil service jurisdictions • Results in “double payment” from the public purse • Does not distinguish between relatively low paid election work and more lucrative Board work
<p>2</p> <p>Adopt a zero tolerance approach ensuring strict adherence to policy without exception i.e. paid work for another public sector body is not possible unless unpaid special leave is taken from the Civil Service.</p>	<ul style="list-style-type: none"> • No “double payment” from the public purse issue • Consistent approach for all types of public sector work • In line with other civil service jurisdictions 	<ul style="list-style-type: none"> • Likely to result in a risk to The Electoral Office to staff elections
<p>3</p> <p>Apply an exception in policy for The Electoral Office i.e. specifically for the running of elections (polling stations and counts) civil servants may take annual/flexi leave to complete this work.</p>	<ul style="list-style-type: none"> • No risk to The Electoral Office’s ability to staff elections • Broadly no “double payment” from the public purse issue (double payment only occurs during normal office hours, most counts are outside of this) • In line with Local Council approach • Encourages and supports Civil Servants in democratic participation 	<ul style="list-style-type: none"> • Does still result in a double payment during normal office hours • Out of line with other civil service jurisdictions

		<ul style="list-style-type: none"> • Exception already exists for HM Forces (during training days) 	
4	<p>Allow an exception in policy to be sought ad hoc i.e. this follows the Irish Civil Service model in that the One Person One Salary principle is strictly adhered to while allowing an exception to be sought from the Minister; such exceptions are rarely granted and only in very exceptional circumstances.</p>	<ul style="list-style-type: none"> • Reduces the risk to The Electoral Office; whereby if they are short of numbers at the end of recruitment, they can request civil servants • No double payment issue unless in exceptional circumstances 	<ul style="list-style-type: none"> • Requires Ministerial sign-off • Results in double payment in exceptional circumstances