

**From:** [REDACTED]  
**To:** [support@](#)[REDACTED]  
**Cc:** [Fleetham, Joan](#)  
**Subject:** RE: Request for information regarding civil servants carrying out paid duties associated with elections {3892}  
**Date:** 25 April 2025 10:17:00  
**Attachments:** [image001.png](#)

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Good morning [REDACTED]

Many thanks for your response below on this issue.

It is interesting to note the very specific set of exemptions which may be applied in relation to the OPOS rule.

“ 2) that a rigid insistence on the principle of one person-one salary would deny scarce skills to the State...” The conditions in number 2 would possibly apply to the case being made by the Chief Electoral Officer in NI of the need for the skills and knowledge held by NICS staff and the need for these to be retained to allow the smooth running of the election process in N Ireland – however, could you confirm that the other conditions must **ALL** apply as well?

If that is the case does the reference to “one additional appointment only” in number 3) mean that this could only apply once in a career?

Could you clarify what is meant in number 5) regarding “the normal fee for the activity concerned”?

I note that you say that the exemption is rarely applied- would it be possible to find out if it **has ever** been applied and under what set of circumstances?

I apologise for coming back with more questions, the NICS HR Policy Director is due to meet shortly with the Chief Electoral Officer for N Ireland and we are keen to have some background on if, and how, other jurisdictions deal with this particular issue.

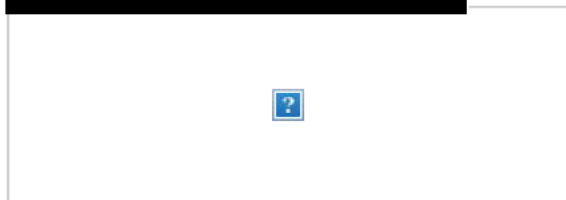
**I am on leave next week and would appreciate if Joan Fleetham (see cc above) could be included in any response**

Your help is very much appreciated

[REDACTED] | HR Policy | People & Organisational Development | NI Civil service

Bruce Street | Belfast | BT2 7 JD

**Contact** [REDACTED]



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**From:** [REDACTED] support@[REDACTED]

**Sent:** 22 April 2025 15:35

**To:** [REDACTED]

**Subject:** RE: Request for information regarding civil servants carrying out paid duties associated with elections {3892}

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--reply above this line--

Hi [REDACTED],

it is expected that the One Person One Salary principal 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. I've copied below as a guide six criteria which may be used as a benchmark/guide for bodies making exemption requests.

I have no information relating to 'Democracy Days' and the term has never been used in any correspondence with this office in relation to OPOS queries.

[REDACTED] has moved to a different department and no longer works in this area).

please let me know if you have any further queries, I can be contacted by email or at the number below.

regards

[REDACTED]

- 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, and

[REDACTED]

Dear Pay Team

Please see below query, for attention and direct reply.

Kind Regards

HR Policy

On 17/04/2025 12:23:45 [REDACTED] wrote:

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Good afternoon [REDACTED]

Please find attached an email which I sent to [REDACTED] yesterday but which has come back as undeliverable (I am not sure if it means that [REDACTED] is no longer an employee).

I have contacted you both previously with regard to benchmarking around employee relations policy issues so hoping you would be able to consider this request or forward as appropriate.

The previous correspondence which I had with Joseph last year was around a couple of issues relating to Senior Civil Servants in RoI- as you can see this one relates to a very specific "double payment from the public purse" situation. I was interested in the concept Joseph had noted of a One Person One Salary (OPOS) exemption.

Very much appreciate any help you could provide from procedures/approach you might apply in similar circumstances

Regards

[REDACTED]

[REDACTED] | HR Policy | People & Organisational Development | NI Civil service

Bruce Street | Belfast | BT2 7 JD

[REDACTED]



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*Tá an fhaisnéis atá sa ríomhphost seo (agus in aon cheangaltáin) faoi rún agus is don fhaighteoir/do na faighteoirí beartaithe é agus é/iad sin amháin. Mura tusa an faighteoir beartaithe, níor cheart duit an teachtaireacht seo ná aon chuid di a úsáid, a nochtadh, a chóipeáil, a dháileadh ná a choinneáil. Sa chás gur trí earráid a fuair tú an ríomhphost seo, tabhair fógra dom láithreach faoi sin agus scríos gach cóip den ríomhphost seo ó do ríomhchóra(i)s. Tabhair faoi deara go bhféadfaidh an ríomhphost seo agus aon fhreagra air bheith faoi réir iarraidh ar a eisiúint de bhun an Achta um Shaoráil Faisnéise*

Other | In progress | Normal priority

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