

Why Should I Join the Senior Civil Service Association?

The sole recognised representative of the views of both Assistant and Deputy Secretaries

- The SCSA is not a trade union. However, it is recognised by the Minister for Public Expenditure and Reform as the sole representative of the interests of **Assistant Secretaries/Deputy Secretaries and equivalent grades** in the Civil Service and as the vehicle through which the views and opinions of these grades are solicited and communicated to the Minister.
- There is no other organisation or group providing any such representation on behalf of senior management grades across the Civil Service.
- As with any association, we are only as strong and influential as our membership.
- The membership fee is a very modest €10 per fortnight which can be deducted automatically from salary (see below).

Focus of the Association

- The Association's primary focus is on securing the terms and conditions of employment and the remuneration of its members and the protection and vindication of the rights of members as senior civil servants operating in an increasingly challenging working environment.
- The Association has represented the interests of its members on a consistent basis over many years on issues concerning pay and pensions, as illustrated for example through SCSA submissions made to and appearances before the Pay Review Body (2022) and earlier review bodies.

Work of the Association

- Through the financial resources provided by its members over the years, our Association has been able to commission studies from international HR consultancy, Mercers, in support of members' remuneration. These studies compare remuneration for senior grades in the Irish civil service with comparable employment in the private sector here as well as with comparable civil service grades in other jurisdictions.
- These reports provide the objective evidence to support arguments put forward by the Association in support of members' remuneration. The SCSA has maintained contact with the Department of Public Expenditure & Reform in regard to the operation of FEMPI

legislation and on the matter of pay determination for its members in this regard. The Association has also commissioned advices on the status and protection of members interests.

Role of the Association

- It is critical that the views of Assistant Secretaries, Deputy Secretaries and equivalent grades are heard and their interests upheld when issues concerning pay, pensions and other terms and conditions of employment are determined and in upholding and vindicating the rights of members as senior civil servants in an increasing challenging environment.
- The collective representation of members' interests through the SCSA provides members with the opportunity to:
 - **Engage** with and hear the views of colleagues and then put forward a collegiate/collective view on the part of the members which represents our collective interests;
 - **Engage** in a collaborative approach with members which is more likely to identify issues and optimal desired outcomes in relation to matters affecting our terms & conditions of employment;
 - **Fund** the essential professional consultant reports to produce the necessary submissions on the part of Deputy and Assistant Secretaries in support of pay and terms and conditions of employment and protection of employee rights.
 - **Present** agreed positions developed in consultation with colleagues which have a higher status in the perception of the employer and are more likely to be taken into account by the employer than views, if any, expressed by individuals acting alone.

Why You Should Join

- It is vital that the Association is representative of both newly and recently appointed senior civil servants as this will be critical to our capacity to represent you and our collective interests.
- Senior management grades in the civil service will, in the future, increasingly be subject to political and public scrutiny and be held to account for their actions. While this is understandable and accepted, effective representation is critical to ensure that this be done in a fair, independent and objective manner. SCSA has made submissions to the relevant bodies when issues of interest to members arise, most recently for example in relation to appearances by members before Oireachtas Committees.

- Effective representation can only be achieved if the Association has a strong presence across the Civil Service as a whole. The wider the membership, the stronger the voice.
- Importantly, for those who have recently been promoted to the grade of Assistant Secretary, it is possible to become a member of the SCSA and at the same time retain associate membership of the AHCPS for a nominal annual fee. This is something to consider if you wish to remain a member of an AHCPS group insurance scheme or income continuance plan. You should speak to your local AHCPS representative to obtain further details.
- The members' section of the Association's website www.scsa.ie includes documents on pay, pensions and other terms and conditions of employment that will be of interest. These documents are accessible to all members of the Association.