Brainse an Iarbhunoideachais
An Roinn Oideachais agus Eolaíochta,
Cor na Madadh,
Baile Átha Luain,
Co. na hIarmhí.

Post-Primary Administration,
Department of Education and Science,
Cornamaddy,
Athlone,
Co. Westmeath.

Circular Letter No: 0091/2008.

To the Chief Executive Officer
of each Vocational Education Committee

Towards 2016
Common Recruitment Pool
Agreed Arrangements for the VEC Sector

Dear Chief Executive Officer,

I refer to Paragraph 31.13 of *Towards 2016* in respect of administrative staff in Vocational Education Committees which is concerned with the Common Recruitment Pool and states;

A cross-sectoral review of recruitment issues relevant to the grades covered by the common recruitment pool was completed under Sustaining Progress. The recommendations of the Review Group will be fully implemented by the parties in 2006, that is, graduate entry and recruitment to specialist posts. The parties also agree that arrangements for the filling of 20% of posts at Grades V to VII inclusive by open competition will be in place by end 2006. Specialist posts will continue to be filled by open competition and will be reckoned for the purposes of satisfying the 20% requirement. The first vacancies arising after 1st January 2007 may be filled by open competition.

The following arrangements have been agreed for the VEC sector having regard to the terms of the *Towards 2016* agreement and in recognition of the differences in size and scope of VECs both as individual employers and as a sector comprehended by the common recruitment pool arrangements.

Sequencing of Posts

It is agreed that every fifth post will be filled by open competition within the sequence. It will be a matter for each VEC to decide which of the first five vacancies is filled by open competition having regard to the particular requirements of the VEC. Where a post is filled by open competition the following four vacancies at the level of the grades comprehended by this agreement will be filled from the Common Recruitment Pool. It is acknowledged that flexibility in the first filling at individual VEC level is both desirable and necessary and as a consequence it is not intended that all VECs will fill their first vacancy by open competition.

The effective date of operation of these arrangements will be 1st January 2007. Any appointments made by individual VECs since that date will be taken into account for the purposes of the sequencing outlined above. Specialist posts filled by open competition and will be reckoned for the purposes of satisfying the 20% requirement

It is agreed that where a post has been identified for filling by open competition and is subsequently filled from within the common recruitment pool then that post will reckon for the purposes of satisfying the 20% requirement.

These arrangements will be reviewed by all the parties following a period of 3 years or the completion of the second sequence of five vacancies whichever is the earlier in the light of experience.

Register of Posts

VECs will maintain a register of the filling of all posts under these agreements in a manner which is immediately available to the local union branch.

Any queries regarding the content of this circular should be addressed to External Staff Relations, Department of Education and Science, Marlborough St, Dublin 1 (e-mail: Micheal_Lenihan@education.gov.ie).

Conor McCourt
Post Primary
16 September 2008