

Record 28

PS - 53

John O'Donoghue

Sandra Moyles

03 October 2007 13:17

John O'Donoghue; Clive Murray

Subject: Internal Marine Technician Competition

Importance: High

Attachments: Staffing for Central Technical Services.doc

Hi John and Clive

I refer to the attachment above which was sent to me earlier this year in respect of the above competition.

Please provide me with a full job description for the Marine Technician post and also a list of the competencies that candidates will be assessed on in order that I can draw up the Personnel Notice for this competition.

Regards

**Sandra Moyles**

Dept. of Communications, Energy and Natural Resources  
Human Resources Division  
29-31 Adelaide Road  
Dublin 2  
Tel: 01-678-2178  
email - Sandra.Moyles@dcenr.gov.ie

Disclaimer:

This electronic message contains information (and may contain files), which may be privileged or confidential. The information is intended to be for the sole use of the individual(s) or entity named above. If you are not the intended recipient be aware that any disclosure, copying, distribution or use of the contents of this information and/or files is prohibited. If you have received this electronic message in error, please notify the sender immediately.

This is also to certify that this mail has been scanned for viruses.

Tá eolas sa teachtaireacht leictreonach seo (agus b'fhéidir sa chomhaid ceangailte leis) a d'fhéadfadh bheith príobháideach nó faoi rún. Is le h-aghaidh an duine/na ndaoine nó le h-aghaidh an aonáin atá ainmnithe thuas agus le haghaidh an duine/na ndaoine sin amháin atá an eolas. Murab ionann tusa agus an té a bhfuil an teachtaireacht ceaptha dó bíodh a fhios agat nach gceadaítear nochtadh, cóipeáil, scaipeadh nó úsáid an eolais agus/nó an chomhaid seo. Más trí earráid a fuair tú an teachtaireacht leictreonach seo, cuir, más é do thoil é, an té ar sheol an teachtaireacht ar an eolas láithreach.

Deimhnítear leis seo freisin go raibimid áirde ar aimsíodh víreas sa phost seo tar éis a scanadh.

## Staffing for Central Technical Services

There is a need for four technicians to cover the wide remit in the Geological Survey that CTS  
The four areas requiring technical assistance are:

pg 54.

- (1) Drilling Unit
- (2) The Marine Section
- (3) The Groundwater Section
- (4) The Petrology Laboratories

The two Technician positions on offer from the Department will be filled by:

- (1) External competition for Drilling Unit as Assistant Driller / Technician
- (2) Internal competition for Marine Section as Technician.

The **External Competition** to be held for Assistant Driller / Technician will seek a person that has experience in the drilling industry and is familiar with all aspects of drilling technology. The individual will be assigned to the drilling unit and will work on the field drilling for core samples to aid the Geological Survey mapping programmes.

**Qualifications:**

- Have a minimum of five years drilling experience.
- Have knowledge of Drilling operations
- Have experience in both coring and augering.
- Hold a valid heavy vehicle driving licence.

The following list of accountabilities for the post:

- (a) Assist with all GSI drilling operations
- (b) Maintenance of all drilling equipment.
- (c) Minor repairs to drilling vehicles and other drilling equipment.
- (d) Ensure the safety of drilling operation and safety on all drill sites.
- (e) Deputise for the Senior Driller in his absence.

The **Internal Competition** to be held for a Marine Technician will be open to staff already employed in the Geological Survey. The candidate must be familiar with National Seabed Survey and InforMAR programmes. The candidate will be part of scientific teams working both on land and at sea. A high percentage of percentage of the work will be out of the main office in Dublin.

**Qualifications:**

- Minimum education required is the Leaving Certificate or equivalent
- Must hold a valid driving licence with endorsement for towing trailers
- Preferable to hold Diving qualification.

**Desirable**

- Have a Minimum of three years offshore experience.

The following list of accountabilities for the post:

- (a) Proficiency in electronic maintenance
- (b) Proficiency in electro mechanical maintenance
- (c) Familiarity with geotechnical/geophysical and geological hardware and software.
- (d) Familiarity with safety equipment on boats.
- (e) Operations of equipment both on land and at sea

NCI

visit

Museum Media  
Section - Galway C.

(fax) gross p

of the post may be  
Section, Galway  
d, Galway.

be returned to the  
ter than 4.00pm

Confidential

Record 29.

Pg 55

Pat,  
For info,  
Peadar.

---

**From:** Martin Brennan  
**Sent:** 16 November 2007 12:56  
**To:** Dave Hanley  
**Cc:** Brendan Buckley; Eamonn Molloy; Ciarán Ó hÓbáin; Frank Sheridan; Stjohn O'Connor; Peadar.McArdle  
**Subject:** FW: Org Chart

Dave

I mentioned that I was working on a submission re resources in my area. It is imperative that progress is made with several of the issues.  
I have marked the submission as confidential because of the references to named individuals and categories of individuals.

I would like to move on to a discussion with you as to how best to move the matter forward. It may be that we will have to engage with the Sec Gen/MC sooner rather than later. The facts speak for themselves.

Martin

---

**From:** Martin Brennan  
**Sent:** 16 November 2007 12:49  
**To:** Martin Brennan  
**Subject:** FW: Org Chart

---

**From:** Samantha Stone  
**Sent:** 15 November 2007 15:05  
**To:** Martin Brennan  
**Subject:** Org Chart

Martin,  
The PDF file is blocked from editing so it won't allow me to attach it to your document. I have attached both documents so you can forward this e-mail and delete my text.  
Sam.

**Samantha Stone,**  
**Secretariat,**  
**Department of Communications, Energy and Natural Resources**

PH: 01 6782161

FAX: 01 6782709

samantha.stone@dcmnr.gov.ie

Confidential

Pg 56

Human Resources Issues in the Natural Resources Sector

1. I have been mentioning what I consider to be problems in relation to the resourcing of each of my divisions. Some are, obviously, more urgent than others and some appear to be easier to deal with than others. They fall into different categories which I have sought to isolate. I thought it timely to set them out clearly and briefly as an aid to discussion and hopefully, leading to tackling at least the ones that must be tackled and the ones that should not be cost increasing or only marginally so.
2. I am aware that there are issues about the long outstanding 1% PCW obligation to technical grades at AP and upwards; this could be leveraged in a synergistic way as a modest contribution to solving some of the problems. **PAD and EMD are significant revenue generators and on current trends, solving their problems should not increase net costs.**
3. There are problems about the grading and reward systems for a small number of our technical people. I also believe strongly in open movement, at least for promotion purposes, among technical grades from within the same family of academic qualifications and experience – PAD, GSI, EMD. Furthermore, there should be a measured degree of open competition for promotion posts.
4. Brendan Buckley will be aware that there is a history of discussions between the GSI, IMPACT and the Department centrally which led to certain expectations which were never satisfied.
5. Attached are separate notes on each of my areas.

Martin Brennan  
November 2007

**Confidential**

**GSI**

**Mission critical:** The Director and Assistant Director are both edging close to retirement and I understand that the gap between them is relatively small. The experience gap to the next layer of management is quite significant giving rise to a **serious and urgent succession planning issue**. In recognition of this, the previous S.G. had agreed to the creation of a second Assistant Director post for development purposes. I have no evidence that this has been acted upon. There is also a good case for an additional Principal geologist. A package for filling a number of Senior Geologist vacancies was agreed early in 2006 but, the external recruitment piece has not yet been implemented and the people promoted were not replaced.

**Other important issues:** The **staffing model for GSI needs serious revision**. The dependence on consultant geologists, unestablished geologists (temporary, contracts of indefinite duration, TGA's etc.) is quite unsatisfactory. While I accept that it is good for the wider geoscience sector for geology graduates to get temporary placements in GSI, ideally related to specific programme segments (e.g. a specific county ground water protection scheme), the current situation is unbalanced. We must have a group of permanent geologist staff who see their career as being in GSI and are thus better motivated and committed. This is not a slight on existing temporary staff, many of whom already do good work, but, rather, a statement of the obvious. **A lot could be achieved within existing headcount and at modest cost**. The TGG scheme(4 posts), which is included in headcount, could be replaced with 4 permanent geologists, while CIDs could, likewise, be converted at little or no extra cost.

A copy of the organisation chart for the GSI is attached – this speaks for itself. As far as I can see, there are 9 Unestablished Geologists, 7 Temporary Geological Assistants and 9 contractors/consultants. There are a further 16 in Admin grades. So the full-time permanent technical staff is less than half the total headcount.

**Status of GSI:** There is a good case for converting GSI into a State Agency. If such a proposal were to be taken seriously, we would need to strengthen the organisation first. This is a major agenda item for the future but it should be made possible to commence preparation.

**Normal course of business:** The number of **admin staff** is probably more than adequate. There are some quality issues. If quality was improved, it may be possible to migrate some headcount from admin to technical. In particular the AP in GSI should be capable of taking some of the admin content of the Assistant Director post.

GSI has suffered a 40% reduction in headcount since 2002 while work programmes have been expanding with the result that very few programmes

have more than one permanent professional staff (see organisation chart). GSI is facing a skills and capacity crisis requiring urgent attention at a time when demand for its services is increasing and its programmes becoming more capital intensive. I cannot trace any conscious decision either by the MC or the Sec Gen to bring this situation about.

Pg 58.



John ODonoghue

From: John ODonoghue  
Sent: 17 December 2007 14:55  
To: Brendan Buckley  
Cc: Dave Hanley; Peadar.McArdle; Patrick OConnor  
Subject: meeting

Record 31

Pg 60

Brendan

Unfortunately we did not have our meeting this morning as we had hoped. I would like to arrange a meeting in January, 2008, probably mid-late as I will be on leave early in the new year. I would like to discuss the following matters :-

1. Assistant Driller

If a certain person is successful in the internal competition for a technician in the Marine Programme it will be necessary to publicly advertise for an Assistant Driller otherwise the drilling programme will have to stop on health and safety grounds. Following the competition and if the said person is successful then this matter will become quite urgent.

[REDACTED]

[REDACTED]

3. 1% levy

A case was made several months ago for an additional Principal Geologist. We would be glad to be advised when a decision will be made on this matter.

4. New Geological Staff

We would like to employ an additional 6 Geologists to substantially speed up a number of our mapping programmes e.g. Groundwater Protection Schemes, Aggregate Potential maps etc. There are a number of Programmes where the geologists are thin on the ground, are employed largely as temporary staff or consultants. In the Minerals Programme there are no established geologists apart from Gerry Stanley ! We would like discussion about the possibility of GSI employing some new geologists. We can put together a document outlining our proposals if you think this would help.

John

Record 32

Pg 61

John O'Donoghue

From: Peadar McArdle  
Sent: 17 January 2008 14:36  
To: Brendan Buckley; Sandra Moyles  
Cc: John O'Donoghue; Patrick O'Connor  
Subject: HYDROGEOLOGY POSTS IN GSI

Brendan,  
Now that the Senior Geologist position is being offered to [REDACTED], I wish to apply for the following consequential posts:

- A maternity leave replacement for [REDACTED] had been acting in this capacity until now. A replacement can be quickly accessed from the PAS Panel created for the Senior Hydrogeologist post late last year.
- A Geologist grade post to fill the vacancy created by [REDACTED] promotion. This post is likely to be filled in Groundwater and a job specification can be provided.

Both posts are urgently required because of the strong demand from local authorities for GSI to undertake county-based Groundwater Protection Schemes in support of proper planning and the implementation of the EU Water Framework Directive.

Many thanks for your attention to these posts.

Peadar McArdle.

**Peadar.McArdle**

---

**From:** Patrick OConnor  
**Sent:** 24 January 2008 09:56  
**To:** Brendan Buckley  
**Cc:** John ODonoghue; Seamus Nevin; Peadar.McArdle; Martin Brennan  
**Subject:** Replacement Assistant Driller in GSI  
**Attachments:** assistantdriller240108.doc

Record 33

B. 62

Brendan,

Further to our discussion yesterday, I attach a submission on the need to recruit a replacement Assistant Driller (for [REDACTED] who retired) as soon as possible in order the [REDACTED], who is acting in this capacity, at present might be transferred to Marine duties later this year when GSI accept delivery of their new marine launch.

Pat O'Connor  
Asst. Director GSI  
24 January 2008

Mr. Brendan Buckley, HRD,

copy: Sandra Moyles, John O'Donoghue, Pat O'Connor

██████████ worked on the Irish National Seabed Survey (INSS) for a period of 4 years until the end of 2005 when the project was completed. IMPACT at this stage sought a contract of indefinite duration (CID) for ██████████. Separately there was a vacancy for an Assistant Driller following the retirement of ██████████ in July 2006. HRD agreed to engaging ██████████ on a CID to replace ██████████ in ██████████. ██████████ has acted satisfactorily in this post to date.

Now that GSI is about to take receipt of a second seagoing vessel there is a strong demand for ██████████ skills in the areas of seamanship, marine operations and marine safety. These skills are appropriate to his grade and are expected to be required on an indefinite basis. He is suited to the post by virtue of his qualifications and experience. GSI management could transfer ██████████ to the Marine Programme with immediate effect.

However, it would not be possible to transfer ██████████ without having first back-filled the position that would arise in the Drilling Unit. This unit can only operate with a two-person team for reasons of health and safety which I as Director would strictly enforce. If only one staff member remained in the Unit (which would be the case should ██████████ be transferred without a replacement being put in place) then drilling operations would cease with immediate effect. However, these are essential in order to support a range of priority programmes which are co-financed by local authorities. Accordingly there is a need to immediately fill the post of Assistant Driller.

It should be emphasised that neither of these are new posts. ██████████ formerly occupied a technical position in the Marine Programme, while the post in the Drilling Unit is a replacement for ██████████.

Peadar McArdle.  
22 January 2008.

John ODonoghue

**From:** Patrick OConnor  
**Sent:** 24 January 2008 16:51  
**To:** Dave Hanley  
**Cc:** Brendan Buckley; Ciara Bates; Peadar.McArdle; John ODonoghue; Martin Brennan  
**Subject:** RE: Replacement Assistant Driller in GSI

Record 34

Pg 64

Dave,

[redacted] was our Asst. Driller and he retired. We are seeking his replacement not an increase in the number of posts in GSI. What you suggest means the loss of a further post in GSI. I would prefer to wait until Peadar returns from leave next Wednesday to pursue this matter further if that is OK with you.

Pat

---

**From:** Dave Hanley  
**Sent:** 24 January 2008 16:36  
**To:** Patrick OConnor  
**Cc:** Brendan Buckley; Ciara Bates  
**Subject:** FW: Replacement Assistant Driller in GSI  
**Importance:** High

Pat, I refer to your email to Brendan Buckley regarding replacing the Assistant Driller in GSI. I have not had the opportunity to discuss this with Brendan (or anybody else) yet.

However, I can give you an initial response as follows: The only way that this post can be filled is through the suppression of a post elsewhere within GSI. Right now we are 20 over our authorised numbers and are trying to shed posts, not add to them. If GSI management feel that [redacted] has to be diverted to INFOMAR work and must be replaced in his current post then the onus is on you all to identify where within the overall GSI a post can be suppressed.

There is no question of us being allowed to increase our overall numbers – this goes for all business areas within the department.

Dave.