

26<sup>th</sup> August 2016

## **Consultation regarding Public Service Pay Commission**

### **Submission of Psychiatric Nurses Association**

#### **1. Introduction**

The PNA welcomes the establishment of a Public Service Pay Commission. We believe the Commission must approach its work with agreed Terms of Reference which are realistic and have the capability of:

- a) Addressing the needs of public servants.
- b) Applying pay rates which reflect changes in a profession which respond in a positive and productive manner to the needs of society.
- c) Recognising the competitive international environment in which the State competes for the services of some professions.
- d) Being responsive to the needs of the Health service in recruiting certain Grades.
- e) Addressing the challenge of marrying the needs of society for a high quality public service/health service with a competitive economic environment.

#### **2. The Recruitment and Retention Imperative.**

The Health Service is in dire need of Nurses and other professionals who will join and stay in the public system after qualifying. One of the most significant consequences of the recession and the decisions of Government in cutting Public Service Pay and enforcing a recruitment embargo was the creation of a culture of graduate emigration. For those who were unable to emigrate or chose to remain at home the private sector continues to offer exciting and financially rewarding opportunities.

In this regard the new Public Service Pay Commission must be capable of dealing with the need for Irish Public Service employers to be able to compete with both the International Market and the Irish Private and Voluntary Sector. The current crisis in Nursing is forecast to get significantly worse over the next few years. Should the Public Service Pay Commission fail to put in place remedial pay measures then the chance for this country to resolve this crisis will be lost for a generation with horrendous implications for the Irish Health Services and patient care.

*General Secretary, Mr. Des Kavanagh*

### **3. The Recruitment Package**

The Public Pay Commission must be allowed the flexibility to consider all aspects of the 'Pay Package' or Recruitment Package including consideration of the extent of the incentivised packages available elsewhere. This includes:

- Hourly rates significantly in excess of the public Service basic rate.
- Free or low cost housing/accommodation.
- Post Graduate educational packages.
- Career enhancement opportunities.
- High quality working environments.

This Pay Commission and indeed any public pay review body must have the facility and freedom to recognise educational and practice progression within a profession and not be tied to bandings which perpetuate the status quo irrespective of the development of individual professions/occupations.

In relation to the process to be adopted we believe the Commission should be made up of an Independent Chair and include representatives from both Staff and Management sides.

The process must include consultation with all Public Service Trade Unions and representative bodies.

Yours sincerely



---

**Des Kavanagh**  
**General Secretary**