

20 October 2017

Dear Minister

*Donoghoe*

THE PUBLIC SERVICE PAY COMMISSION

I suggest that, within the overall remit of the Public Service Pay Commission, it is vital that there should be a very sharp focus on the "fully-loaded labour cost per hour actually worked" thereby properly recognising the true benefits of the "permanent & pensionable" feature of most, if not all, public service employment conditions.

This huge "P&P" benefit did not "suffer" in our recent recession, though little mention is made of this favourable fact by any of the ASTI, the GRA or the AGSI etc., in their current pay confrontations !

Some other strange standard-working-week hours, overtime arrangements & premiums, long holidays, uncommercial sick & other informal time-off allowances, rent reliefs, early retirement deals & other tax-free concessions, which undermine optimum productivity metrics, should be factored-in to the "fully-loaded" numerators & denominators so that proper comparisons can be made with fully-loaded labour-cost metrics per hour worked in other private sector employments & in other public sectors in other comparator countries. Yes, local living costs & personal tax/USC factors must be considered too BUT lets get buy-in to the gross fully-loaded metric first & then refine that, as appropriate, for further evaluations & context setting ?

I agree with the insistence that the terms of the Landsdowne Road agreement must not be broken for the teachers, the Police or any other claimants, lest IR chaos within the public sector ensues, with consequent implications for the private sector & our national competitiveness in these fragile post-Brexit times.

Regards

*John Blake Dillon*

John Blake Dillon

*Kevin Doherty*