

**Third meeting of the Public Service Pay Commission
12th December 2016 at 8.30am, St. Stephen's Green House.**

In attendance

Mr Kevin Duffy (Chair)
Ms. Marian Corcoran
Mr Ultan Courtney
Ms. Ruth Curran
Mr Noel Dowling
Mr Seán Lyons
Mr Peter McLoone

Mr Peter Brazel, Department of Public Expenditure and Reform
Mr Tom Clarke, Department of Public Expenditure and Reform
Ms. Annette Connolly, Department of Public Expenditure and Reform
Mr Colin Menton, Department of Public Expenditure and Reform
Mr John Pender, Department of Public Expenditure and Reform

Mr Liam Berney, Public Services Committee, ICTU
Mr Shay Cody, Public Services Committee, ICTU
Mr Liam Doran, Public Services Committee, ICTU
Mr Tom Geraghty, Public Services Committee, ICTU
Mr Gene Mealy, Public Services Committee, ICTU
Ms. Sheila Nunan, Public Services Committee, ICTU

Mr David Denny (Secretary)
Ms. Karen Murphy (Secretariat)
Ms. Susan McKiernan (Secretariat)
Mr Brian Cahill (Secretariat)

The Commission had a general discussion prior to the arrival of officials from the Department of Public Expenditure and Reform (DPER) at 9.00am.

Mr Menton provided the Commission with an overview in respect of public pay policy and spoke to DPER's submission. Mr Menton stressed that DPER's submission was predicated on the basis that all aspects of the terms and conditions of public servants should be considered by the Commission, including pensions and security of tenure. He also outlined that DPER would be making a further substantial submission to the Commission in respect of the value of public service pensions. He outlined that at present inflows to the public service were exceeding outflows. There didn't appear to be a generalised problem with recruitment, although there may be an emerging issue in respect of posts at a senior level and specific professional posts. He stated that the Lansdowne Road Agreement provided a mechanism for addressing new entrant pay. The Departmental officials answered questions from the Commission in relation to budgetary context, pension analysis, recruitment and retention. The Chairman asked DPER to share its submission with staff side. Mr Duffy also asked if it would be possible for DPER and staff representatives to work together on the submission to the Commission in respect of the valuation of pensions. In the alternative, the Commission would request both Employer and Employee side to submit expert opinion in respect of the valuation

of pensions. DPER was also asked to consider and respond in respect of the positioning of public service pay.

Action points

- DPER asked to share its submission with staff representatives.
- DPER agreed to write back to the Commission in respect of the approach to pension valuation very shortly.
- DPER agreed to have a further meeting with the Commission to discuss some of the issues and questioned raised.
- DPER outlined that it was seeking granular data at a sectoral level in respect of recruitment and retention on foot of the Commission's written request to the Department for same.

Ms. Curran, Mr Cahill and the Irish Congress of Trade Unions (ICTU) officials joined the meeting after DPER officials had departed. Mr Cody introduced and spoke to ICTU's submission. Issues of particular concern in addition to the FEMPI shadow (Financial Emergency Measures in the Public Interest) were Starting Pay, Unpaid hours, Overtime rates, Third Party recommendations which had not been implemented and Job Evaluations. He also outlined that there might be other issues which the individual unions would wish to raise with the Commission. The Chairman stated that the role of the Commission would not trespass on negotiation. The Chairman also indicated that the Commission had been asked to deal with the value of public service pensions in its initial report. He further outlined that it would be useful if both sides worked together and subscribed to broad findings in respect of pension.

Mr McLoone outlined that a few issues had arisen in discussions with management which the Commission wished to share with ICTU. The Commission had asked DPER where that Department (on behalf of Government) wished to position public service pay. Management did not concede that there was a general recruitment problem although they indicated a few issues in specific areas. The Commission had sought more information from DPER. DPER had asked the Commission to consider the value of pensions, security of tenure, allowances and overtime. It was also not going to be possible to conduct a grade specific analysis for the Commission's initial report. Mr Cody and the other ICTU officials indicated that there were many public servants who did not have security of tenure (SNAs and reduction of numbers through non-renewal of contracts) and also there were parts of the private sector e.g. banking, where no compulsory redundancies featured during downturn. In addition, there were pockets of public service where allowances have no relevance.

Action points

- ICTU to contact DPER in relation to working on pension issue.
- ICTU to feedback to constituents that the Commission would not be undertaking any grade specific analysis for its initial report, except in respect of recruitment and retention.
- The Commission indicated that third party adjudications were not included in its Terms of Reference and were a matter for Management and Staff sides.

Following the departure of ICTU officials, Mr Cahill delivered a presentation about Central Statistics Office' Data Sources. Finally, the Secretariat advised the Commission of the scheduling of meetings for Monday 19th December.