



An Roinn Cosanta
Department of Defence



Mr. Colin Menton,
Assistant Secretary,
Pay and Remuneration Division,
Department of Public Expenditure and Reform,
Upper Merrion Street,
Dublin 2.

2nd February 2018

c.c Tom Clarke
Jake Byrne

Dear Colin,

I refer to the work of the Public Service Pay Commission and its scheduled further analysis of recruitment and retention issues in the Defence Forces. In this context, and as you will be aware, this Department has previously highlighted difficulties with retention of certain specialists in the Permanent Defence Force, which includes pilots in the Air Corps.

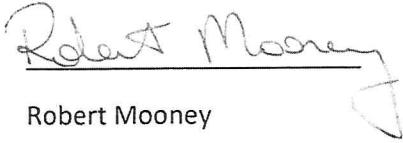
The General Officer Commanding the Air Corps has recently written to me outlining his concern that further loss of experience pilots will significantly impact the ability of the Air Corps to maintain existing flying outputs. He also outlined that the further loss of experienced pilots will incur additional risks for the organisation.

The Department of Defence previously operated a pilot retention scheme which was introduced to retain pilots within the Air Corps. The last such scheme was withdrawn in 2010. The loss of experienced pilots from the Air Corps in the face of opportunities for employment in the commercial aviation sector, has reached a critical point. Whilst this Department has accelerated the intake of pilot cadets, the continued loss of experienced pilots is unsustainable. Accordingly, this Department believes that it is now essential that a pilot retention scheme is re-introduced.

Given Government pay policy and the fact that the Government has tasked the Public Service Pay Commission with examining retention issues for specialists, this Department cannot unilaterally introduce such a scheme. Accordingly, I would appreciate if you could highlight this Department's concerns to the Public Service Pay Commission with a view to requesting an accelerated consideration of this particular issue.

I am available to discuss this matter and any alternative approaches that you may consider appropriate, if required.

Yours Sincerely,

A handwritten signature in cursive script that reads "Robert Mooney". The signature is written in dark ink and is positioned above a horizontal line.

Robert Mooney

Assistant Secretary