

IMO



IRISH MEDICAL  
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Mr Kevin Duffy  
Chairman  
Public Service Pay Commission  
St Stephen's Green House  
Earlsfort Terrace  
Dublin 2

**Re: Consultant Recruitment and Retention**

Dear Mr Duffy

I refer to our meeting of 15<sup>th</sup> May last, during which the Irish Medical Organisation (IMO) made representations on behalf of several groups of Doctors, including Consultants. Indeed, given the clear and evident difficulties that have been, and continue to be, experienced by the public health service in recruiting Consultants, most of our meeting focussed on that particular group.

You will no doubt be aware that the IMO and other parties have recently entered into a settlement to conclude High Court proceedings taken by several hundred Consultants in pursuit of monies owed, but unpaid, under the 2008 Consultant Contract.

This settlement has seen approximately two thousand Consultants have their remuneration corrected to the pay rates that should have applied had the contract been fully implemented.

During those settlement negotiations, the IMO made every effort to ensure that those Consultants who suffered a pay disparity when the thirty percent pay cut that was imposed on 30<sup>th</sup> September 2012 would have their situation addressed, but this did not prove to be possible.

This has had the effect of opening a considerable pay gap between those Consultants covered by the settlement, and those who are not. This latter group is made up, almost exclusively of Consultants who signed contracts after 30<sup>th</sup> September 2012.

This is not an issue solely related to the new entrant cuts imposed across the whole of the public service, but an issue created by the targeting of one specific group – Consultants – and the imposition of an additional thirty percent pay reduction.

This group of Consultants spent over two years on a significantly reduced pay scale, before the IMO was able, in January 2015, to negotiate an agreement to bridge most of the gap to their colleagues, albeit that settlement was made by reference to a salary scale that, it has now been agreed, was incorrectly reduced.

However, the outcome of the settlement has served to widen that gap anew.



CEARDCHUMANN  
DOCHTÚIRÍ na hÉIREANN

In addition to the clear recruitment difficulties, we would be very concerned that the level of anger and low morale among this group could see Consultants leaving the public health system, and make it impossible to recruit given the pay gap.

We would urge that the Commission carefully consider this in making its recommendations as they relate to Consultants. We are aware that the Commission is very close to concluding its work, but the facts have materially changed as has the environment into which the Commission will report.

In the circumstances, we would appreciate an early and urgent meeting with the Commission to outline the new issues that have emerged.

Yours sincerely



**Susan Clyne**  
**Chief Executive Officer**

