

IRISH HOSPITAL CONSULTANTS ASSOCIATION

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By post and by email to info@paycommission.gov.ie

Mr Kevin Duffy,
Chairman,
Public Service Pay Commission,
3rd Floor
St Stephen's Green House,
Earlsfort Terrace
Dublin 2
D02 PH42

Subject: IHCA Survey of Newly Appointed Hospital Consultants

Dear Mr Duffy,

Further to previous IHCA submissions to the Commission and our meeting with you and your colleagues on 15th May, I am enclosing for your attention a copy of the results of the Association's recent survey of Newly Appointed Hospital Consultants who continue to be affected by the discriminatory salary terms that were introduced in October 2012.

It is source of some significant concern that over 70% of respondents have confirmed that they will seriously consider resigning from their public hospital posts unless the discriminatory salary terms are corrected. Recently appointed Consultants are on salaries significantly below those of their pre-October 2012 colleagues who are currently being paid up to 57% more. **The survey provides clear evidence that our highly trained specialist consultants will not continue to work in our health services if the persistent and blatant discrimination against them continues.** 72% of Respondents ranked equal pay for equal work as the most important aspect of their working terms of conditions.

The survey was issued to 317 Newly Appointed Hospital Consultants for completion between 3rd and 5th July 2018. 200 Consultants completed the survey giving a response rate of 63%. The vast majority of respondents confirmed that they are employed in full-time permanent employment in the public hospital system and mental health services.

Other key findings were as follows:

- The vast majority of respondents (95%) strongly agree that the lower salary terms do not reflect the importance of the work and level of responsibility that they hold in their public posts.

- Practically all respondents (99%) agreed that the lower salary terms are having an adverse impact on the delivery of patient care due to the large number of consultant posts that are unfilled or filled on a temporary basis.
- 92% of respondents confirmed that they are personally aware of colleagues working abroad who will not return to work in the Irish Public Health system as a direct result of the lower salary terms.
- The vast majority of respondents strongly agreed that the lower salary terms are having an adverse impact on the recruitment and retention of New Entrant Consultants in the Irish Public Health Service.
- In terms of the recruitment process, a large majority of respondents were dissatisfied with the level of information provided to them regarding salary arrangements (71%) and pension arrangements (84%).
- A large majority of respondents (61%) very frequently or always feel enthusiastic about their job. The vast majority (84%) feel proud about the work they do.
- Over 80% of respondents confirmed that they frequently or always work additional hours over and above their contractual commitment without pay. A similar number reported feeling tired and worn out at the end of the working day.

Given the profound and serious implications of the responses to the Association's survey, I would appreciate a further meeting with the Commission together with a small delegation from our National Council in advance of the Commission issuing its next Report on the matter of hospital consultant recruitment and retention.

My office is available to discuss a mutually suitable date for a meeting with the Secretary to the Commission.

Finally, I also enclose for your information a list of Hospital Consultants who have resigned or retired early from their public hospital posts.

Yours sincerely,



**Dr Donal O'Hanlon,
President**

cc IHCA National Council
Mr David Denny, Secretary Public Service Pay Commission
Ms Marian Corcoran, Member Public Service Pay Commission
Mr Ultan Courtney, Member Public Service Pay Commission
Ms Ruth Curran, Member Public Service Pay Commission
Mr Noel Dowling, Member Public Service Pay Commission
Dr Seán Lyons, Member Public Service Pay Commission
Mr Peter Mc Loone, Member Public Service Pay Commission

Encl. Survey results & List of early retirements/resignations