

7 March 2018

Mr Martin Varley
Secretary General
Irish Hospital Consultants Association
Heritage House
Dundrum Office Park
Dublin 14

Dear Mr Varley,

Thank you for the IHCA's submission which was received and acknowledged on the 29th of November 2017, and your subsequent communication of the 22nd January 2018. As you are aware, the Commission met with staff representative unions and associations, including the IHCA, in the course of its Phase 1 work and the ensuing report in May 2017, recommended a more comprehensive examination of underlying difficulties in recruitment and retention in sectors and employment streams of the public service where certain difficulties were evident.

In planning the current phase, the Commission has given a lot of thought to the choice of methodology. The Commission has decided to adopt a modular approach to the second phase of its work (copy of PSPC Statement setting out its approach is attached for ease of reference). Module 1 will report on issues relating to Nurses and Midwives, Consultants and Non Consultant Hospital Doctors by end June 2018.

The examination of recruitment and retention issues is complex and requires consideration of multifarious issues. Accordingly, the Commission has built on the approach set out in Chapter 6 of its first report, and has requested an extensive amount of detailed information and data from relevant public service employers and invited staff representative bodies' submissions under a detailed template framework. The Commission has commenced analysis of submissions received in the context of the template framework and its terms of reference, and is also commissioning independent research on specific aspects where it requires additional information or objective verification of particular facts or statements.

While we very much appreciate your offer to meet with us, based on our planned approach and progress to date, the Commission is not at this stage scheduling oral presentations. We are finding that, by and large, the submissions are clear in their intent and meaning and believe that, taking account of all sources, any net points requiring clarification can be dealt with by direct contact, if needs be.

If at a later stage during this body of analytical work, the Commission reaches a different conclusion on this, the secretariat will be in touch in due course in relation to scheduling a meeting.

Yours sincerely,



Kevin Duffy
Chairman
Public Service Pay Commission