

Your Ref PNIS/JAM

26 January 2018

Phil Ní Sheaghdha
INMO
The Whitworth Building
North Brunswick Street
Dublin 7.

Dear Ms Ní Sheaghdha,

Thank you for the INMO's submission which was received and acknowledged on the 29th of November 2017. The submission will, as you have requested, be considered in conjunction with the INMO's earlier submission to the Public Service Pay Commission on 7th February 2017.

As you are aware, the Commission met with staff representative unions and associations, including the INMO, 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 gave a lot of thought to its choice of methodology and, for reasons you will understand, this will need to be standard for all of the groups to be considered. 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 information). Module 1 will report on issues relating to Nurses and Midwives, Consultants and Non Consultant Hospital Doctors by end June 2018.

Our 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 also plans to commission 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 attend and make a presentation, based on our planned approach and progress to date, the Commission is not at this stage contemplating 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 any stage during this body of analytical work, the Commission reaches a different conclusion on this, the secretariat will be in touch at that time.

Yours sincerely,

p.p. Susan McKeen

Kevin Duffy
Chairman
Public Service Pay Commission