

NATIONAL OFFICE

Kilcornan House, Clarinbridge,
Co. Galway, Ireland

T: 076 1064303 F: 091 796626

13th April 2017

Mr. Kevin Duffy,

Chairman,

Public Service Pay Commission,

St. Stephen's Green House,

Earlsfort Terrace,

Dublin 2.



Dear Mr. Duffy,

On behalf of the Brothers of Charity Services Ireland, which is the largest body providing services to persons with intellectual disability in the State, I wish to express the deepest concern at the manner in which remuneration has been set for various senior roles within the intellectual disability sector in Ireland in recent times. These roles and functions involve the leadership of teams from a multiplicity of disciplines in addressing the diverse support needs of persons with a wide array of capacities and disabilities often not only intellectual but physical and emotional as well. They require far greater levels of evidenced internal and external compliance in a service that is highly diversified in local communities in which connectedness to families and to the local communities is a crucial component for the progression of those for whose support and welfare the leadership is held responsible. This remuneration issue is now causing the most serious challenges for providers in our sector and particularly for our organisation. As we, in the Brothers of Charity Services Ireland, seek to restructure, attract and adequately reward personnel for the serious and complex roles and functions they must carry within the organisation it is crucial that the matter of appropriate remuneration for senior leadership be urgently addressed.

Arising from recent decisions made, without due research and without adequate consultation with organisations such as our own, remuneration of persons in senior leadership in our sector has been set at a level that have made it virtually impossible to attract suitably qualified and committed persons to take up these posts as the current incumbents in the roles retire on leave the posts for whatever other reason. For an organisation as large as ours which is in the process of restructuring in co-operation with the Directorate of Social Care it is now a most crucial issue for the future of the services we provide.

LOVE AND RESPECT IN EVERY ACTION

Brothers of Charity Services Ireland Ltd., Kilcornan House, Clarinbridge, Co. Galway Tel: 0761064303 Fax: 091 796626

Website: www.brothersofcharity.ie Company Registration No: 344780, Registered in Dublin, Ireland CHY No: 17440

Directors: Bro. A. T. Hassett (Chairperson), Bro. J. Rackley, M. Allen, J. Barry, K. Brennan,

B. Cahill, S. Hayes, G. Lyons, P. McGinley, E. McGuane, J. Stokes.

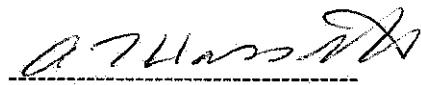
Chief Executive: Johanna Cooney (Company Secretary)

We are consistently finding that as we review our current and future leadership needs there is no prospect of attracting suitable candidates to fill leadership posts that are becoming vacant while at the most senior level of the organisation we have failed for over four years to receive clearance to offer a level of remuneration that will allow us to fill the organisation's most senior post, that of Chief Executive.

I attach correspondence sent to the Director of Social Care, Mr Pat Healy and copied to the Chief Executive of the HSE, Mr Tony O'Brien as part of our advocating to be in a position to fill the Chief Executive Post on a permanent basis. As pointed out in that correspondence we cannot see the rationale for the way in which the salary structure for our sector was established nor have we yet received any indication from those who drew up this structure as to their research into, or rationale for, the salaries as set out.

It is therefore extremely urgent that a comprehensive consultative process be engaged in to ensure that the circumstances in which senior leadership functions in organisations such as our is more fully understood and where there is significant engagement in reaching new conclusions regarding remuneration across our sector relative to other similar sectors in the economy.

Yours sincerely

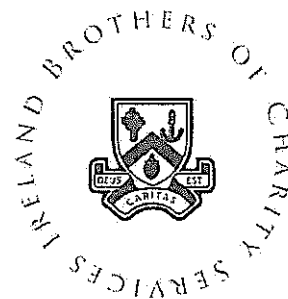
A handwritten signature in black ink, appearing to read 'A. Hassett', written over a horizontal dashed line.

Bro. Alfred Hassett

Chairman of the Board of Directors Brothers of Charity Services Ireland

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Co. Galway, Ireland
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26th January 2016.

Mr. Pat Healy
National Director Social Care
Office of the National Director Social Care
Health Service Executive
Dr. Steeven's Hospital
Dublin 8. D08 W2A8

Re: Salary for the post of Chief Executive of Brothers of Charity Services Ireland.

Dear Mr Healy,

I refer to your letter of 22nd January, 2016 in the above.

You may be aware that, arising from a meeting with representatives of the Department of Health on 2nd March, 2001 the salary scale for our National Chief Executive has been linked directly to that of Assistant Secretary in the Department of Health.

The members of the Board of Brothers of Charity Services Ireland believe that in accepting this linkage, at that time, the representatives of the Department of Health fully understood the scale and complexity of the task being undertaken by the National Chief Executive, a task which has since then become ever more complex and larger.

In Appendix 1 of the HSE HR Circular 022/2015 issued on September 23rd 2015 no mention was made of any change of salary for the National Chief Executive of Brothers of Charity Services Ireland. Given that background and the outcome of informal soundings made, the Board felt that in advertising for a National Chief Executive in the autumn of 2015, they would be able to offer a salary of somewhere in the region of €125K to a suitable candidate who had significant previous relevant experience.

In response to the recruitment process a suitable candidate was identified who, though already on a higher salary in his existing employment, was nevertheless ready to accept the salary the Board had in mind because of a vocational attraction to the role. When he had to be informed that the approved salary was €110K he regrettably declined the post indicating that, even aside from the differential from his current salary, the remuneration on offer did not reflect the size and complexity of the role to be performed.

I have been in touch with members of our National Board who have expressed deep concern at the recent development in respect of the salary for the post.

They expressed concern both in respect of the current filling of the role of Chief Executive and the likely impossibility of attracting suitable candidates to fill it appropriately into the future given the level of salary on offer.

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Chief Executive: Johanna Cooney (Company Secretary)

They asked me to point out that, by agreement with the HSE, in addition to the ongoing role in the leadership of the Services, the new appointee to the post of Chief Executive will be required to bring about a major corporate restructuring in Brothers of Charity Services in Ireland at both the Regional and National levels. They are also aware that very serious consideration is being given to the introduction of major changes in the way in which services for persons with disabilities are commissioned and funded. It is clear that as and when these changes come about there will be a need for further large scale and significant change in the way Brothers of Charity Services are managed and delivered.

Arising from your letter the salary now being approved for the post of Chief Executive of Brothers of Charity Services Ireland is set in Band SC4 alongside of that for St Michael's House, Daughters of Charity and St John of God Hospitaller, a band which ranges from €95K to €110K over seven increments. This is proposed in replacement of the existing salary for the post of Chief Executive of Brothers of Charity Services Ireland which, as mentioned above, is linked to that of Assistant Secretary, Department of Health.

The Brothers of Charity Services Ireland is significantly larger than any of the other Services mentioned in the Band SC4, being possibly as much as 50% larger than the next largest service therein, which raises questions as to how the calculations were made that placed all of these bodies together in this Band.

The Board of Brothers of Charity Services Ireland welcomes and supports the level of salary attaching to the post in St Michael's House, an organisation which provides an invaluable and quality service in the wider Dublin area. However the comparison between St Michael's House and the Brothers of Charity Services Ireland set out below demonstrates at its most obvious the need to review the process by which the salary approved for the post in the Brothers of Charity Services Ireland was arrived at. It would logically be expected that the review of the process would take into account the level of public funding, the number of clients served and the number of whole time equivalent personnel employed. The comparative figures for the two agencies in each of these three areas based on their 2014 audited accounts are set out as follows:

The level of public funding as per audited Budgets are:

- St Michael's House €69 million and
- Brothers of Charity Services Ireland €156 million;

The WTE staff numbers are:

- St Michael's House 1,131 and
- Brothers of Charity Services Ireland 2,783; and

The number of people given a service is:

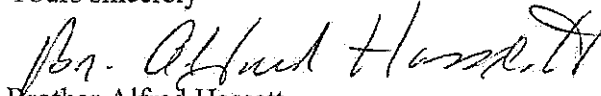
- St Michael's House 1,719 and
- Brothers of Charity Services 5,454.

In percentage terms these are differences of 226%, 246%, and 317% respectively.

In addition 1,070 children receive an external service from the Brothers of Charity Services Ireland - a service which we offer in partnership with the HSE and other Agencies.

I formally request that, as an urgent matter, you would draw the matters raised in this correspondence to the attention of all relevant persons involved in the setting of approved salary scales in the Social Care Sector. I also appeal to you, as a person experienced in the responsibilities attaching to the delivery of services to people with a wide range of support needs in our sector, to advocate strongly for a prompt review of these salary scales along the lines which we are proposing.

Yours sincerely



Brother Alfred Hassett
Chairperson of the Board
Brothers of Charity Services Ireland