



Oifig an Ard Rúnaí
Office of the Secretary General

An Roinn Cosanta
Department of Defence

31 August, 2016.

Mr. David Denney,
Principal Officer,
Department of Public Expenditure & Reform,
Remuneration, Industrial & Pensions Division,
Upper Merrion St.,
Dublin 2.

Dear David,

I refer to your letter and enclosure of 28 July in relation to the establishment of a Public Service Pay Commission. As you have stated in your letter, this issue is a key concern for the Defence Organisation and for the representative associations for the Permanent Defence Force.

As you will be aware, the Permanent Defence Force Representative Associations – PDFORRA and RACO - are not members of ICTU and successive Government's have opposed any such association by these Associations with ICTU. In recognising the specific IR challenges arising therefrom, the Government have sought to engage with the PDF Representative Associations through parallel procedures at national level, designed to have the effect of fully engaging the Associations through a transparent and proactive process in national pay negotiations.

In the context of the new process envisaged through establishment of the Public Service Pay Commission, it is essential that appropriate procedures are put in place to ensure that the PDF Representative Associations are fully engaged in and are appropriately represented within this process. My Minister and his predecessors have made this very clear in previous correspondence to the Minister for Public Expenditure and Reform emphasising the importance of engaging proactively with the PDF representative associations.

From a Defence organisational perspective, there are a number of fundamental issues which the Department would suggest that the Commission in its deliberations will need to have regard to. These are briefly outlined as follows:

- As the respective Defence Forces Representative Associations are not part of the ICTU structure, appropriate parallel/sectoral arrangements should apply which engage with RACO and PDFORRA in a fully transparent and engaged manner in the process;
- Given that PDFORA and RACO are key stakeholders on pay issues, it is recommended that the Commission consult directly with these bodies as part of their deliberations. From the Departments perspective, it is both essential and desirable that both Representative Associations should be fully engaged in the Commission's consultative process on the same basis as that that which will apply to all other public service unions/representative associations;
- It is understood that the Commission may make recommendations in relation to pay structures and rationalisation of same, including allowances. In this regard, it will be important that the Commission would engage actively with the Department to ensure that any underlying principles and recommendations it may make regarding rationalisation of pay structures take full account of the Departments requirements in relation to the Defence Forces.
- In considering the pay of members of the PDF, the Commission needs to have regard to the unique nature of military service.

Clear visibility would be required on any proposed recommendations by the Commission before it formally concludes its deliberations where any recommendation arising therefrom applies to the PDF.

Officials from the Department will of course be available to meet with and assist the Commission in its deliberations as required. In this regard, I would ask that the Commission engage with Mr Jason Kearney, Principal Officer, in relation to any and all aspects of this initiative before advancing it further. He may be contacted at jason.kearney@defence.ie or on phone at 00 45 492455.

I trust that the above addresses the issues raised in your letter of 28 July, 2016

Yours sincerely,



Maurice Quinn
Secretary General