



Oifig an Ard-Rúnaí
An Roinn Oideachais agus Scileanna



Office of the Secretary General
Department of Education and Skills

Mr David Denny
Principal Officer
Remuneration, Industrial relations and Pensions Division
Department of Public Expenditure and Reform
Upper Merrion Street
Dublin 2

Ref: S1612682

31 August 2016

Role and Methodology of the Public Service Pay Commission

Dear Mr Denny

I refer to your letter of 28 July 2016 and welcome the opportunity to comment on the role and methodology of the proposed Public Service Pay Commission.

The Department of Education and Skills welcomes the establishment of the Public Service Pay Commission and welcomes the proposed terms of reference. The Department agrees with the Minister for Public Expenditure and Reform's intention that the Commission will be advisory in nature, will not impinge on the Government's ability to negotiate with public servants and will not duplicate the work of the Workplace Relations Commission and/or the Labour Court.

It is important that in carrying out any comparative analysis, the Commission would not confine its analysis to pay rates alone and would have regard to all aspects of the posts/grades in question, including superannuation and other benefits, recruitment and retention considerations, co-operation with the public service reform agenda and wider issues including the sustainability of public finances. It is also important that the intended timeframes for the Commission's work are met and that it is adequately resourced and supported in achieving this. This includes ensuring that the Commission has access to the relevant range of expertise and skills in its membership, support staff and research base.

The Department of Education and Skills is committed to supporting the Commission in building an evidence base for its advice, through the provision of relevant information and

analysis in respect of categories of grades/posts across the education and training sector. We look forward to supporting the Commission and inputting to its work in this regard.

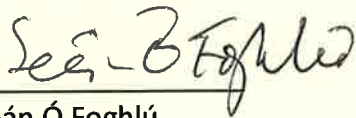
There has been a significant level of recruitment of new entrants to front-line teaching and academic grades in the education and training sector in recent years. This is in contrast to many other sectors, where recruitment was restricted under the public service recruitment moratorium. In addition, the 2011 Government decisions in relation to new entrant pay had a more acute effect on teachers when compared to other public servants.

Therefore, any move to restore reductions made to the pay of new entrants will have significant cost implications in the education and training sector.

The Department looks forward to sharing information, statistics and analysis with the Commission when it begins its work.

It is our understanding that final formal proposals to establish the Commission will be brought to Government, including proposals on a more detailed timeline and precise approach to its work. The Minister will wish to offer observations on the final proposals at that point.

Yours sincerely



Seán Ó Foghlú
Secretary General