

Meeting of the Public Service Pay Commission
28th November 2017 at 8.30am, St. Stephen's Green House.

In attendance

Mr. Kevin Duffy (Chair)
Ms. Marian Corcoran
Mr. Ultan Courtney
Mr. Noel Dowling
Mr. Michael Kelly
Mr. Seán Lyons
Mr. Peter McLoone

Ms. Aine Stapleton (Secretary)
Mr. Tony Cleary (Secretariat)
Mr. Evan Coady (Secretariat)
Ms. Angelena Hollingsworth (Secretariat)
Mr. James Maher (Secretariat)
Ms. Susan McKiernan (Secretariat)
Ms. Karen Murphy (Secretariat)
Mr. Turlough O'Brien (Secretariat)
Mr. Stephen Owens (Secretariat)

The minutes of the previous meeting were agreed. The Commission were advised that €360,000 (programme spend) had been allocated in respect of the budget for 2018. The two new members of the Secretariat were introduced, Mr. Turlough O'Brien and Mr. Stephen Owens. The Secretary updated the Commission on the actions taken since the last meeting.

The Secretariat provided an update on the requests for employer data. There was discussion on time lines, information held and possible gaps in the information held and provided. It was outlined that breaches of the timeline and/or significant gaps in the data returned could have a follow on effect on conclusions and recommendations that the Commission can make in the report.

The Secretariat also provided an update on meetings held with the HSE. The Commission discussed the fact that all the data is not held centrally and the complexities that this poses. The Secretariat updated the Commission on the requests for staff representative submissions – returns due in on 29th November, IMO have extension to 6th December.

The Secretariat presented the draft criteria for determining if a grade is experiencing recruitment and/or retention challenges. There was discussion of the matter and further amendments were agreed and the criteria will be updated, in line with observations.

The Secretariat updated the Commission on the appointment of the academic advisors – DCU Business School - and their role in the various stages. The Commission was briefed on meetings held with Medical Council, NMBI, DJEI and PAS.

The Secretariat provided a progress report in respect of the RFT for survey/interview research, highlighting associated risks.

There was a brief discussion concerning the international pay comparisons RFT specification which had been redrafted on foot of observations at the last Commission meeting.

The Secretariat advised the Commission on scheduled meetings with the supply side bodies and provided an overview of the data which had already been returned by the HEA.

The Secretariat provided an update on the literature review and the approach taken.

Next meeting agreed for 19th December 2017.

Action points

- Secretariat to update draft criteria for establishing if there are recruitment and retention issues for a particular cohort.
- Secretariat to continue to meet with regulatory and supply bodies in relation to information requests in the coming weeks.
- Secretariat to follow up on clarifying coordination and routing of submissions with relevant parties.
- Set up meeting with Chair of overseeing SIPTU/INMO agreement - Mr Sean McHugh
- Secretariat to meet with HSE

A handwritten signature in black ink, appearing to be 'Sean McHugh', written over a horizontal line.