

Meeting of the Public Service Pay Commission
9 April 2019 at 8.30a.m., St. Stephen's Green House

In attendance

Mr Kevin Duffy (Chair)

Ms Marian Corcoran

Mr Michael Kelly

Mr Peter McLoone

Ms Joan Curry (Secretary)

Ms Susan McKiernan (Secretariat)

Ms Karen Murphy (Secretariat)

Mr Liam Gleeson (Secretariat)

Mr Ben Sweeney (Secretariat)

Mr Cian McCarthy (Secretariat)

Apologies from Ruth Curran, Ultan Courtney and Noel Dowling were recorded. The minutes of the previous meeting of 26 March 2019 were agreed. The Commission were informed that a redacted version of the Defence Forces Employer Submission had been received by the Secretariat. Within this submission, a number of important data points regarding specialists, as well as strength and retention figures from 2016 to 2018, had been redacted. The Commission agreed, given that certain supporting information might not be available for publication, that the report would acknowledge this, with appropriate wording, and note that all information from the Employer and representative groups had been fully taken into account, in reaching its conclusions. The Secretariat informed the Commission that contact has been made with the Department of Defence to confirm the position in respect of the earlier submission (Flying Officer) also.

The Commission were informed that Research Matters were expediting their work on the survey analysis. The first tranche of analysis was submitted earlier in the week, and was sent to the academic advisors in DCU for review. The second piece would be submitted in advance of the next Research Matters presentation to the Commission on 30 April 2019.

The Commission agreed that it would be necessary to have an additional drafting meeting on 2 May, in order to meet the 7 May target for a complete draft document.

The Secretariat presented the draft paper on allowances to the Commission. The Commission agreed that allowances might be an element of the conclusions in the report, and that they must have the effect of improving recruitment and retention outcomes generally, as well as addressing more acute issues identified. It was also suggested that targeting the allowances for apprentices and new recruits could be considered as an option for addressing recruitment and retention issues.

It was suggested that the ongoing mediation over the Working Time Directive cases for the Defence Forces should be tracked by the Commission, as this could potentially affect the conclusions within the report.

The draft documents were further discussed. It was agreed that the Commission would need to outline whether or not there was a recruitment and retention problem within the Defence Forces, and then describe any problems which were evident, within the report.

The Commission requested that the Secretariat would prepare a detailed note regarding Technical Pay in the Defence Forces to further inform its considerations.

In A.O.B. it was requested that a dial-in number was set up for Commission members who were not able to attend in person.

The Secretary confirmed that currently the complete focus of the Secretariat was on the Defence Forces. As a submission from the Employer regarding the four other health groups, had not been received, the Commission agreed that the future of that analysis might be revisited after the publication of the Defence Forces Report in mid-May.

Action Points

- **Draft paper on Technical pay in the Defence Forces**
- **Circulate detailed information on allowances and pay scales to all members of the Commission**
- **Circulate updated documents in accordance with schedule on 16th April**
- **Confirm redaction of submissions with Department of Defence**


30th April 2014