

A photograph of four people in business attire, smiling and looking towards the camera. From left to right: a woman with dark hair in a light-colored blazer, a woman with dark hair in a white shirt, a man with grey hair in a blue suit, and a man with grey hair in a blue shirt and tie. They are standing in front of a blurred background that appears to be an office or public space.

# Public Service Pay Commission

**Fiona Tierney &  
Michelle Noone  
7 Feb 2017**



**publicjobs.ie**  
Home of the Public Appointments Service



## Roles Not Filled 2014-2016

Year	Client	Role	Specific Challenges
2014	TUSLA	Director, Educational Welfare Services	Audit
	Saolta University Healthcare Group	Chief Executive	
	Wicklow County Council	Chief Executive	
	Department of Transport & Tourism	Head of Public Transport	
2015	Department of Public Expenditure & Reform	Chief Information Officer	ICT
	Department of Justice & Equality	Secretary General	
	Oberstown	Care Workers	
	An Bord Planala	Chief Planner	
2016	Higher Education Authority	Chief Executive	Solicitors
	Dundalk Institute of Technology	President	



# Executive Search - 2014 (I)

Client	Role	Search
Adoption Authority of Ireland	CEO	Internal
An Garda Síochána	Garda Commissioner	External
Central Statistics Office	Assistant Director General, Corporate Affairs	Internal
Charities Regulatory Authority	Chair and Board Members	Internal
Child and Family Support Agency	Director of Educational Welfare Services	Internal
Child and Family Support Agency	Head of Quality Assurance	Internal
Department of Foreign Affairs and Trade	Data Protection Commissioner	Internal
Department of Health	Strategic Financial Specialist	Internal
Department of Justice and Equality	Deputy State Pathologist	Internal
Department of Justice and Equality	Head of Corporate Affairs, Ass Sec	Internal
Department of Public Expenditure and Reform	Head of ICT Operations	Internal
Department of Public Expenditure and Reform	Interim CIO	External
Department of Social Protection	Chief Information Office	Internal
Dept of Child and Youth Affairs	Secretary General	Internal
e-Health	CIO	External
Ervia	NED	Internal
HSE	Interim National Human Resources Director	External
IDA Ireland	CEO	External
Limerick Institute of Technology	President	External
Saolta University Hospital	CEO	External





# Executive Search - 2015

Client	Role	Search
SEAI	CEO	Internal
Tusla	CEO	External
An Post	Chair	External
Ervia	Chair	External
ESB	Chair	Internal
Department of Public Expenditure and Reform	CIO	External
HSE	National HR Director	External
GMIT	President	Internal
PIAB	CEO	Internal
The Policing Authority	CEO	Internal
DPER	CIO	Internal
Comm for Aviation Regulations	Commissioner	Internal
National Cancer Registry	Director	Internal
SIPO	Head of Lobbying Regulations	Internal
Dept of Health	Head of Research, Development & Health Analytics	Internal
Health Insurance Authority	NED	Internal
Iarnród Éireann	NED	Internal
Irish Fiscal Advisory	NED	Internal
Open Data Governance Board	NED	Internal
The Policing Authority	NED	Internal
VHI	NED	Internal
Ervia	NED	Internal
Department of Public Expenditure and Reform	Sourcing Director	Internal



# Executive Search - 2016

Client	Role	Search
PAS	Audit Committee	Internal
An Garda Síochána	CAO	Internal
Higher Education Authority	CEO	Internal
CSO	CIO	Internal
Dundalk IT	President	Internal
Met Éireann	Director	Internal
HSE	Chief Operations Officer	Internal
Grangegorman Development Agency	CEO	Internal
National Treatment Purchase Fund	CEO	Internal
OPW	Chair	Internal
IAASA	Chair	Internal
HSE	National Director Operations	External
HSE	National Director Strategy and Planning	External
Office of the Attorney General	Director General	Internal
IGEEES	Director	Internal
Department of Public Expenditure and Reform	Head of Learning and Development	Internal
Department of Public Expenditure and Reform	Head of Remuneration, Pensions and IR	Internal
An Post	NED	Internal
EirGrid	NED	Internal
Irish Fiscal Advisory Council	NED	Internal
NTMA	NED	Internal
Cork IT	President	Internal
Carlow IT	President	Internal





# Challenges for recruitment

1. Pay policy
2. Take home pay
3. Applicant pools
4. Retention
5. Reputational Risk



# Areas for consideration

1. Negotiation with qualified experts
2. Review pay policy







**publicjobs.ie**  
Home of the Public Appointments Service

