

**Meeting of the Public Service Pay Commission  
3<sup>rd</sup> July 2018 at 8.30 am, St. Stephen's Green House.**

**In attendance**

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

Ms. Joan Curry (Secretary)  
Ms. Susan McKiernan (Secretariat)  
Ms. Karen Murphy (Secretariat)  
Mr. Evan Coady (Secretariat)  
Mr. Tony Cleary (Secretariat)  
Mr. Liam Gleeson (Secretariat)  
Mr. Stephen Owens (Secretariat)  
Ms. Angelena Hollingsworth (Secretariat)  
Mr. James Maher (Secretariat)  
Mr. Dean Watt (Secretariat)

The minutes of the previous meeting were agreed.

The Secretariat circulated a copy of the reply concerning the Commission's meeting with the IHCA, which had issued to DPER on the basis of Commission's guidance at last meeting.

The Commission had a preliminary discussion on the international pay comparison research. The Chair welcomed the research team, Mr John Treacy, Treacy Consulting, Ms. Jenny Smyth and Mr Tadeu Garcia, Willis Tower Watson, to the meeting. The group presented their report "Pay and benefits for Nurses, Non Consultant Hospital Doctors and Consultants – International Data". The Commission enquired about the approach to the application of the purchasing power parity adjustments. There was some discussion with the research team about the many other factors which influenced an individual's decision to relocate overseas to work asides from pay including, welfare benefits, security, career progression opportunities, working conditions and desire of millennials to travel generally. The Secretariat to forward any further queries to Treacy Consulting/WTW.

The Secretariat presented the Commission with early draft chapters, on each of the Module 1 cohorts; Nurses, NCHDs and Consultants. The Commission discussed each cohort and progress to date. The document from Mr Sean McHugh, Chairperson of the Oversight Group of the INMO/SIPTU Agreement, which was received on Monday 2<sup>nd</sup> was considered very helpful and would have to be incorporated into draft chapter 5. The Secretariat advised that clarifications had been sought from PAS as there were variations in the PAS data concerning Consultant recruitment received from different sources and chapter 6 would be updated accordingly. The Secretariat agreed to summarise key findings and messages in respect of each cohort for the next meeting.

The Secretariat presented the Commission with a hardcopy draft chapter 3, Health Sector – The International context. The Secretariat agreed to present an updated iteration for the next meeting.

#### AOB

The Secretariat sought guidance from the Commission in relation to the relevant grades for inclusion in the scope of Research Matters Limited's research work for Module 2. The Commission directed that the support staff grades in the Ambulance service and Assistant Psychologists should be included in the survey.

Next meeting Tuesday, 10th July.

#### Action points

- Follow up queries with Treacy Consulting/WTW.
- Further refine advance draft chapters in respect of each of the Module 1 cohorts.
- Prepare summary for each cohort setting out findings, conclusions and options for the next meeting.

A handwritten signature in black ink, appearing to be 'J. Murphy'.

10<sup>th</sup> July 2018