

**Meeting of the Public Service Pay Commission**  
**5<sup>th</sup> March 2019 at 8.30 am, St. Stephen's Green House.**

**In attendance**

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

Ms. Joan Curry (Secretary)  
Ms. Susan McKiernan (Secretariat)  
Ms. Karen Murphy (Secretariat)  
Mr. Liam Gleeson (Secretariat)  
Mr. Ben Sweeney (Secretariat)  
Mr. Dean Watt (Secretariat)

Comdt. Conor King, General Secretary (RACO)  
Lt. Col. Derek Priestly, Deputy General Secretary (RACO)

Mr Gerard Guinan, General Secretary (PDFORRA)  
Mr Mark Keane, President (PDFORRA)  
Mr Donagh Maguire, Vice President (PDFORRA)

Mr Colin Menton, Department of Public Expenditure & Reform  
Mr Tom Clarke, Department of Public Expenditure & Reform  
Mr Peter Brazel, Department of Public Expenditure & Reform  
Mr Maurice Quinn, Secretary General, Department of Defence  
Mr Robert Mooney, Department of Defence  
Mr Stephen Hall, Department of Defence  
Vice Admiral Mark Mellet, Chief of Staff, Defence Forces  
Lt. Col. Ross Mulcahy, Defence Forces  
Lt. Col. Colm O'Luasa, Defence Forces

8.30am The minutes of the previous meeting were agreed.

The Secretary updated the Commission in relation to the work underway on the examination of remaining Health grades for review in Module 2. She advised that the Health Employer Submission was expected shortly. The Commission stated that the submission would be required for circulation in advance of the next Commission meeting if it were to be included in its next report. The structure of the report was discussed, as were timelines. A June target was agreed for Module 2 report (Defence Forces and four Health professions) assuming receipt of necessary information and no unforeseen delays.

The Commission discussed the approach for bilateral meetings with the representative bodies.

**10.30 – 11.10 am** The Chair welcomed the RACO representatives to the meeting, and thanked them for their written submissions, the most recent of which had been received the previous evening. RACO stated that despite increased recruitment activity, the Defence Forces continued to lose numbers. They also circulated a recent survey of RACO members (Amárach research report, 2018), which identified the Single Pension Scheme as impacting negatively on its Members. RACO responded to queries from the Commission and indicated willingness to share submissions with other parties at the Chairman's request.

**11.15 – 11.50 am** The Chair welcomed the PDFORRA representatives. PDFORRA presented an updated summarised submission to the Commission which maintained that reductions in allowances for specified duties, which had previously acted as a retention measure for enlisted personnel, were particularly challenging for its members. PDFORRA responded to queries from the Commission and indicated willingness to share submissions with other parties at the Chairman's request.


**12.00 – 12.40 pm** The Chair welcomed the Employer representatives from the Department of Public Expenditure and Reform, the Department of Defence and Military management.

The Chair invited the delegation to present the most salient points from the Employer submission with any further updates. Mr Menton, Mr Quinn and Vice-Admiral Mellet updated the Commission accordingly, and indicated that although application levels were high, there were challenges in respect of specific areas within the Defence Forces. Issues which were referenced included the tight labour market generally, turnover levels, gaps in certain areas and impact on certain services where this occurred. The joint employers responded to queries from the Commission and agreed to the sharing of submissions with other parties. The Commission reiterated its terms of reference which provided for an examination of recruitment and retention issues, rather than a general pay review of the Defence Forces. The Chair thanked each group for coming in to meet with the Commission.

The next Commission meeting was agreed for the 26<sup>th</sup> March.

#### **Action points**

- Written communication to DPER re: Health Submission and the need for same.
- Extension of warrants for Commission members until the end of June.
- Share submissions with relevant parties.



26<sup>th</sup> March 2019