

Meeting of the Public Service Pay Commission
6th February 2018 at 8.30 am, St. Stephen's Green House.

In attendance

Mr. Kevin Duffy (Chair)

Ms. Marian Corcoran

Mr. Noel Dowling

Mr. Michael Kelly

Mr. Seán Lyons

Mr. Peter McLoone

Ms. Susan McKiernan (Acting Secretary)

Mr. Tony Cleary (Secretariat)

Mr. Evan Coady (Secretariat)

Ms. Angelena Hollingsworth (Secretariat)

Mr. James Maher (Secretariat)

Ms. Karen Murphy (Secretariat)

Mr. Turlough O'Brien (Secretariat)

Mr. Stephen Owens (Secretariat)

Mr. Liam Gleeson (Secretariat)

Mr. Dean Watt (Secretariat)

Mr. Colin Menton (DPER)

Mr. Peter Brazel (DPER)

Mr. Tom Clarke (DPER)

Mr. Jake Byrne (DPER)

Mr. Tom Geraghty (Public Services Committee, ICTU)

Ms. Sheila Nunan (Public Services Committee, ICTU)

Mr. Shay Cody (Public Services Committee, ICTU)

Mr. John King (Public Services Committee, ICTU)

8.30 am The Chair welcomed the DPER officials and Public Services Committee members to the meeting. The Chair thanked them for their attendance and stated that it was a useful opportunity to re-articulate the modular approach that the Commission had adopted for Phase 2 of its work. The Chair referenced both the Terms of Reference and the PSPC's Statement of Approach, which had been circulated in November. The Chair indicated that the Commission had received a large volume of submissions from staff representative bodies and associations, only some of which would be encompassed during Module 1, which is considering Nursing, Hospital Consultants, and NCHDs. While information gathering in respect of Module 2 was proceeding in parallel with Module 1; due to the tight timelines for reporting, the Commission would not be a position to engage with non-Module 1 stakeholders other than acknowledging submissions received. In the coming months the Commission's focus is on evaluating the considerable amount of data in relation to the Module 1 Grades.

The Chair highlighted the importance of clarity and a mutual understanding by all parties of the modules and the Commission's approach. He sought assistance in managing the expectations of stakeholders in the context of the PSPC's Statement of Approach.

The Commission indicated that it had invited written submissions from staff representative bodies and associations, from public service employers, and had also commissioned independent research to inform its considerations. The Commission also indicated that it was not, at this stage, contemplating oral presentations, as it had commenced analysis of submissions received, but would contact parties directly if aspects of submissions required clarification. The Chair stated that the Irish Hospital Consultants Association (IHCA) had sought a meeting with the Commission, hence the Commission was seeking guidance as to whether the IHCA was a party to the Public Service Stability Agreement. The Commission stated that it would await such clarification before issuing a response to the IHCA.

The Commission referenced a recent discussion in the Dáil where the Minister for Public Expenditure and Reform gave an undertaking to ask the PSPC to include the use of agency staff in the health sector in its work. The Commission flagged that if it was envisaged that the Commission would focus on this issue, then a formal direction would be required, and that any additional work would have an impact on the timelines for reporting. It was agreed that the parties would meet again when Module 1 had concluded. The DPER and Public Services Committee delegations then departed the meeting.

9.15 am The minutes of the previous meeting were agreed. The Chair welcomed the new staff members, Mr Liam Gleeson, Mr Dean Watt and Ms. Linda Beasley. He thanked Mr Turlough O'Brien for his work with the Secretariat and wished him well in his new role.

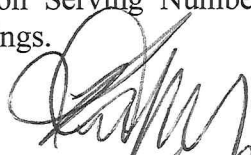
The Secretariat circulated the draft Criteria and Matrix for Module 1 submissions document, which was discussed by the Commission and will be further updated when the Employer data and data from other sources becomes available. The Secretariat presented a draft Supply Working Paper analysing emerging trends from CAO and HEA data on acceptance rates and graduates in nursing and medicine. The Secretariat sought and received agreement to publish the Statement of Approach on website.

The Secretariat provided an update on the survey/interview RFT. The Chair informed the meeting that he had received a query from the General Secretary of the INMO, regarding a survey of its members. The Secretariat advised that Research Matters were recently awarded the contract, and had engaged in some initial exploratory discussions as to how the survey might be circulated. The Commission reiterated the importance of the independence of the research and survey work and the importance of the communications plan which would notify all stakeholders in advance about the survey prior to it going live.

The Secretariat provided an update on the employer data returns which had not yet been received. The Secretariat had met with DPER on the matter. DPER had indicated that the matter was being prioritised and that it had assigned dedicated resources to the coordination of the data returns. Mid-March was anticipated as the revised submission date which was challenging in the context of the Commission's reporting deadline.

Action points

- Forward relevant PQs to DPER.
- Publish PSPC Statement on approach to Phase 2 to website.
- Seek formal guidance on the IHCA and their status for the purposes of Phase 2 of the Commission's work to inform response to IHCA's recent letter.
- Provide update on Serving Numbers in Module 1 Grades per HSE CENSUS at subsequent meetings.


6th March 2018