

Meeting of the Public Service Pay Commission
24th April 2018 at 8.30 am, St. Stephen's Green House. 

In attendance

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

Ms. Joan Curry (Secretary)
Ms. Susan McKiernan (Secretariat)
Mr. Tony Cleary (Secretariat)
Mr. Evan Coady (Secretariat)
Ms. Karen Murphy (Secretariat)
Mr. Stephen Owens (Secretariat)
Mr. Liam Gleeson (Secretariat)
Mr. Donal Lynch (Secretariat)
Mr. Dean Watt (Secretariat)

Mr. Colin Menton (DPER)
Mr. Peter Brazel (DPER)

Ms. Rosarii Mannion (National Director of HR, HSE)
Mr. Liam Woods (National Director of Acute Operations, HSE)
Ms. Siobhan Patten (Assistant National Director of HR, HSE)
Ms. Teresa Coady (Assistant Secretary, Department of Health)

8.30 am Apologies from Ms. Ruth Curran were recorded. The minutes of the previous meeting were agreed. The Secretariat briefed the Commission on the Employer Data returned to the Commission in respect of individual Hospital/CHO sites. Based on an initial analysis of the data, some of which is of poor quality, it will be difficult to draw conclusions on a statistical basis from that data stream. The Commission agreed and confirmed that it appeared that the data might be useful for some case study or anecdotal purposes. However, this would involve a revision of the methodological approach.

8.50 am The Chair welcomed the DPER, HSE and Department of Health officials to the meeting. He outlined that the June timeline was tight but achievable if the employer data had been received on time. He stated that the Commission had a legitimate expectation to receive factual information to enable it to reach informed conclusions. The Chair also noted that the accompanying Employer submission had not yet been received and that the only submissions received were from the Staff sides.

DPER responded and confirmed they were unhappy with the data received from individual hospital sites and accepted the importance of this data for the Commission to carry out its work as provided for in its Terms of Reference. DPER also confirmed that they had put significant resources into the analysis of the data received. The Employer submission is in the final stages of clearance. DPER also confirmed that they had not seen the staff side submissions.

HSE stated that it was a challenging exercise to gather the data requested by the Commission due to their lack of integrated systems. All their data is collected manually and this led to problems complying with agreed timelines. They stated that they had put a huge amount of resources into the process. They outlined some of the difficulties and agreed to provide the Commission with some additional information later in the week. An invitation was extended to the Commission to visit some of the locations concerned. The HSE representative told the Commission that from reports which she had considered it was apparent that difficulties were being encountered in recruiting and retaining key nursing and medical staff.

DPER confirmed that all data that the HSE had supplied had been passed on to the Commission and they had produced an evidence based submission using the other streams of macro data. The Chair reiterated that any further available data must be provided to the Commission in advance of its next meeting on the 1st of May, including the reports referred to by the HSE representative upon which the opinion proffered in relation to difficulties of recruitment and retention are based. The DPER, HSE and Department of Health officials then departed the meeting.

The Secretary confirmed that anecdotal accounts aren't sufficient and that the Commission must rely on the returns from the employer side and staff side while keeping within the terms of reference. It was agreed that the Commission would meet with the relevant Module 1 staff representative bodies on 15th May 2018 to discuss their submissions.

The Commission asked the Secretariat to look into what a small area study of a selection of the Hospital sites returns would entail.

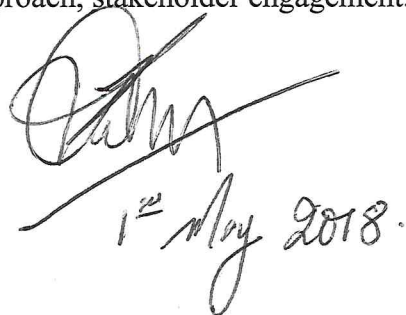
The Secretariat provided the Commission with a paper on the evolution of Nursing and Midwifery numbers. The Commission noted the paper.

The Secretariat provided the Commission with a paper on the HSE Engagement Survey 2016. The Commission noted the paper.

The Secretariat provided an update on the RFT on international pay comparisons. It was recommended by the evaluation Committee to go ahead with the proposal

Action points

- Invite unions in to 15 May 2018 Commission meeting.
- Small area study and what it would entail.
- Send Commission copy of email / minutes of 26th October 2017 meeting re statement of approach, stakeholder engagement.



[Handwritten signature]
1st May 2018.