

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

**In attendance**

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

Ms. Susan McKiernan (Acting Secretary)  
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)

Apologies from Ms. Ruth Curran were recorded. The minutes of the previous meeting were agreed.

The Commission discussed the content of the additional HSE information forwarded by DPER in response to the Commission's letter of the 7<sup>th</sup> of June.

The Secretariat updated the Commission on the International Pay research being carried out by Treacy Consulting/Willis Tower Watson and discussed the sample extract in respect of the one of the Module 1 cohorts. It was agreed that queries arising, in respect of the cost of living adjustments would be followed up prior to the presentation to the Commission of the full report on 3<sup>rd</sup> July.

The Secretariat presented the Commission with a matrix of Recruitment and Retention Initiatives. The Commission discussed the paper and agreed that it should be further updated to include a timeline on the rollout/implementation of the initiatives where this information was available.

The Secretariat provided the Commission with a draft chapter on Economic context (including examination of remuneration). The chapter was discussed and the Secretariat advised that the chapter would be further revised to reflect most up to date economic information and information in relation to the recent Consultant pay settlement, prior to finalisation and publication of the report.

The Secretariat presented the Commission with a draft chapter on Causal Factors impacting Recruitment and Retention. The Commission indicated that the material therein would be useful for incorporating into the body of the report and it was agreed that the format and structure of the chapter might be revisited, when the specific focus of the report had been further developed. The Secretariat indicated that they planned to prepare advance draft

chapters in respect of each of the Module 1 cohorts for the next Commission meeting. It was flagged that the chapters would be early drafts, might have some gaps and would have limited text in relation to preliminary/potential conclusions. The Commission acknowledged that this would be helpful in assisting the Commission in developing its thinking and the draft narrative of the report.

#### AOB

The Secretariat sought direction from the Commission in relation a query from DPER concerning the Commission's recent meeting with the IHCA. The Commission provided guidance to the Secretariat on the wording of a reply. The Secretariat also 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 at this stage the approach would remain in line with the Commission's written statement.

Next meeting Tuesday, 3<sup>rd</sup> July.

#### Action points

- Follow up queries with Treacy Consulting/WTW
- Seek to add further column to R&R Matrix re commencement dates and progress of recruitment and retention initiatives in respect of the module 1 cohorts
- Prepare advance draft chapters in respect of each of the Module 1 cohorts for the next meeting
- Prepare and issue response to DPER on IHCA query
- Circulate Oireachtas Committee on Mental Health papers to Commission when they become available

  
3<sup>rd</sup> July 2018