

**Meeting of the Public Service Pay Commission**  
**6<sup>th</sup> March 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. Ruth Curran

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

The Chair opened the meeting, welcoming the newly appointed Secretary to the Public Service Pay Commission. He congratulated Ms. Curry on her appointment to the role and looked forward to working closely with her at this critical stage of the Commission's work. The minutes of the previous meeting were agreed.

The Secretariat presented a draft paper on recruitment and retention issues. The Commission acknowledged the academic merit of the paper and discussed the findings - the paper confirmed that recruitment and retention is multi-faceted. The Commission spoke about the need for context which will be provided by the outstanding stakeholder submissions.

The Secretariat informed the Commission that DPER have assigned dedicated resources to the coordination of the data returns. DPER has indicated that it is on track for a mid-March handover of the data to the Commission. The Commission restated its concern on the timeline for receipt and analysis of the Employer data which is challenging in the context of its' reporting deadline.

The Secretariat briefed the Commission on the survey and structured interview research, and timelines for commencing research. The Secretariat advised that the nurse and midwife research is being developed. The consultants, Research Matters are currently designing the pilot. The Secretariat updated the Commission in relation to issues regarding the communications strategy. The INMO and PNA have expressed some concern about the suggested approach.

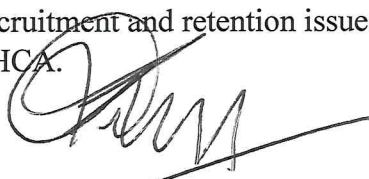
Sean McHugh, Chair of the INMO/SIPTU agreement implementation group, joined the meeting. Mr McHugh provided an update on the final report which is almost complete and reflects the December outcomes. He drew attention to three tables, regarding numbers, which are an agreed part of the report and are to be forwarded to the Secretariat after the meeting. Mr McHugh summarised that, in general, initiatives which have been taken have improved the situation. The Commission thanked Mr McHugh.

The Commission discussed the INMO correspondence received. The Commission also discussed IHCA correspondence seeking a meeting and directed the Secretariat to issue a response on the basis of the agreed position.

The Secretariat provided an update on the RFT on international pay comparisons. The OGP feedback was that there was interest from two Framework providers prior to formal circulation of the SRFT and it is hoped to have a provider in place by the end of March.

#### **Action points**

- Circulate tables from the INMO/SIPTU agreement implementation group final report.
- Update the recruitment and retention issues working paper.
- Respond to IHCA.

  
10<sup>th</sup> ~~March~~ April 2018