

# De Buitléir review of top peoples' pay being "finalised"

**BRIAN SHEEHAN**

**A review aimed at strengthening the current pay determination and recruitment processes for senior public servants is on its way to government.**

IRN understands that the Independent Review Panel, chaired by Dr Donal de Buitléir, is "currently in the process of finalising the report and aims to present it to the Minister of Public Expenditure, NDP Delivery and Reform by the end of Quarter 1 of this year."

The review was approved last March by former DPER Minister, Michael McGrath. The panel is chaired by Dr Donal de Buitléir, with Jenny Smyth and Bryan Andrews co-members.

Minister McGrath said the exercise was critically important, "as it will ensure that the processes in place are open, transparent, and objective."

The appointees to the panel "have the depth of technical knowledge and practical experience required to ensure that a robust and comprehensive review is undertaken", he said.

When the review was established, it hadn't yet been decided whether or not this top group of public servants would receive the final element of public service pay restoration under the Building Momentum agreement. Due on July 1, 2022, the Government subsequently decided – based on legal advice – to honour that part of the agreement.

The public servants concerned earn €150,000 or more. They include senior civil servants, judges and the largest group – hospital consultants.

The chair of the Independent Review, Dr Donal de Buitléir, is a member of The Policing Authority (since March 2021) and a former chairperson of the Low Pay Commission (2015 to 2021). Previously he worked in AIB Group and in Revenue. He has also been involved in several other Government reviews.

Jenny Smyth is a Senior Client Partner with Korn Ferry, where she acts as a trusted advisor to senior leaders and human resources professionals in the areas of "organisation design performance management total rewards management and the employee experience."

Bryan Andrews is former chief executive of the Public Appointments Service from 2004 to 2012. He is owner of BA & Associates, who specialise in Leadership development, executive coaching and organisation development and transformation.

