



Irish Nurses and Midwives Organisation

Cumann Altraí agus Ban Cabhrach na hÉireann

Working Together

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General Secretary
Phil Ní Sheaghda

PNIS/RM

05 February 2018

Mr. Kevin Duffy
Chairman
Public Service Pay Commission
Thirds Floor
St. Steven's Green House
Earlsfort Terrace,
Dublin 2
D02 PH42

Via post and email: info@paycommission.gov.ie

Dear Mr. Duffy,

Thank you for your correspondence dated 26th January 2018 and received on the 30th January 2018. I note the Commissions position in respect of all presentations. I also note your confirmation that submissions that have been submitted are by and large clear in their intent and meaning and any net points that require clarification, you intend to deal with by direct contact if needed.

From the INMO's point of view we are, available for any such clarifications but also believe it is very important that verbal presentations be made to the Commission. As no doubt members of the Commission are aware the current working conditions for Nurses and Midwives in the Public Health Service are very difficult.

The current staffing levels do not provide Nurses and Midwives with adequate resources to allow them provide safe care. The capacity report confirms that the current level of activity in Irish Hospitals contributes to health and safety compromises for staff and unfortunately there does not appear to be any evidence of recruitment and retention outpacing those that are leaving the service, to allow the necessary capacity increases.

In addition, the INMO was advised informally today, 05 February 2018, that Ms Sinead Hanafin of Research Matters has been engaged to undertake a survey with a number of Nurses and Midwives to examine their views pertaining to pay/recruitment/retention matters. The HSE have been requested to assist with the design and promotion of this activity. As the Commission is aware the INMO represents the vast majority of Nurses and Midwives working in the public service in Ireland. Those Nurses and Midwives have elected that the INMO represent them on matters of their pay, recruitment and retention. A questionnaire of this nature which is, on the face of it, completely within the control of the employer is not part of any known procedure agreed with the INMO and we must request that this questionnaire not proceed.

THE VOICE OF NURSES AND MIDWIVES

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The issues that pose difficulties for us are as follows:

1. Consultation or agreement has not taken place or been obtained with the INMO, either as part of the Collective Bargaining process that led to the Public Service Pay Commission being established or indeed any clarifications on its methodology of operation following on from same;
2. A questionnaire of this nature as set out in the information we have seen, which was issued to nurse managers by the HSE, could be viewed as undermining the legitimate role of the INMO to represent its members and their interests; and
3. This questionnaire as set out, would exclude the thousands of nurses and midwives who have actually left.

For the above reasons the INMO now requests that, rather than a questionnaire of this nature being undertaken, that our original request to attend and give evidence with testimony from experts who have studied and reported on recruitment and retention in nursing and midwifery and frontline nursing and midwifery staff, as part of our presentation.

The INMO is available to meet with the Commission at any time and would welcome the opportunity of doing so.

Thank you for your attention to this matter.

Yours sincerely,



Phil Ní Sheaghdha
General Secretary