



**Irish Nurses and Midwives Organisation**  
Cumann Altraí agus Ban Cabhrach na hÉireann  
Working Together

The Whitworth Building  
North Brunswick Street, Dublin 7  
Tel: 01 664 0600 Fax: 01 661 0466  
Email: [inmo@inmo.ie](mailto:inmo@inmo.ie)  
<http://www.inmo.ie> <http://www.nurse2nurse.ie>

General Secretary  
Phil NiSheaghdha

PNiS/MR

20 July 2018

Mr Kevin Duffy  
Chairman  
Public Services Pay Commission  
3<sup>rd</sup> Floor St Stephen's Green House  
Earlsfort House  
Dublin 2

By email to: [info@paycommission.gov.ie](mailto:info@paycommission.gov.ie)

Dear Mr Duffy

In the context of the Public Service Pay Commission's ongoing deliberations there are two matters that I wish to bring to your attention.

In the first instance, please find attached a WRC Agreement, relating to the reporting of nursing workforce numbers, within the HSE employment census. The employer had changed the manner in which student nurses were counted within the census, which in turn artificially inflated the overall nursing workforce figure. The attached agreement will address this anomaly. However, all official statistics reported are affected by this artificial and erroneous inflation of the figures, and it will not be until the July census is reported, by the HSE, that this anomaly will be addressed.

Furthermore, the Commission may be aware of the recent statistical analysis contained within a report of the Department of Public Expenditure and Reform regarding HSE staffing levels, which, in turn, makes reference to nursing workforce numbers. As opposed to the statistical analysis, carried out within that report, I attach, for your consideration, a report from the Health Service Executive which evidences the reality, from the employer's perspective, in relation to the nursing workforce, and recruitment and retention difficulties relevant thereto.

Thank you for your attention to the foregoing and attached.

Is Mise

**PHIL Ni SHEAGHDHA**  
General Secretary