



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

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General Secretary
Phil Ní Sheaghda

PNiS/MR

23 February 2018

Mr Kevin Duffy
Chairman
Public Service Pay Commission
Third Floor St Stephen's Green
Earlsfort Terrace
Dublin 2

Dear Mr Duffy

I refer to your correspondence, dated 13th February 2018, in response to my letter of 5th February 2018.

Thank you for your prompt response and for outlining in such detail the process the Commission intends to undertake with regard to identifying some of the main drivers in respect of recruitment and/or retention.

I note the Commission's position in respect of commissioning an independent survey of nurses and midwives. I welcome your confirmation that you also have taken note of the issues raised in my previous correspondence, which are of concern to us regarding this methodology.

As you can appreciate the overriding concern of the INMO is that the issues, which have been well documented by the RN4Cast, the Brain Drain report, the Missed Care report, and the interim reports from the Taskforce on Nurse Staffing and Skill Mix, remain in any doubt. In addition the difficulties faced by employers, in recruiting and retaining nursing/ midwifery staff, are also borne out by the quarterly reports to the Minister for Health resulting from the INMO / SIPTU Nursing Recruitment and Retention Agreement.

I understand the Commission's responsibility and do not seek to interfere with it. However, we have, thus far, consulted fully with our members in relation to proceedings relating to the Public Service Stability Agreement, as they, via their trade union as part of the national collective bargaining process, are a party to it. I submit as with any collective agreement, direct presentation relating to submissions are a must.

We now find that we cannot advise them in respect of this survey as:

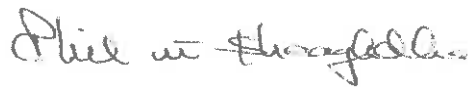
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- we were not consulted in respect of this methodology;
- we are not part of the process in respect of areas selected for distribution; and
- we are not sure why this is required as at this stage as it is well documented and established that a problem exists in relation to recruitment and retention of nursing and midwifery staff.

I repeat the request as set out in my correspondence of 05.02.18 that the INMO attend and give evidence with testimony from, relevant experts who have studies and reported on recruitment and retention, frontline nursing and midwifery staff who experience the issues relating to this on-going difficult issue.

Is Mise



PHIL NI SHEAGHDHA
General Secretary