



INMO National Safety, Health and Welfare Representative	
Role	<p>To ensure the selection/election of Nurse/Midwife Safety Reps. within each workforce.</p> <p>The National Nurse/Midwife Safety Health & Welfare Representative is responsible for increasing awareness amongst staff of matters pertaining to health and safety legislation relating to the implementation of the Nursing/Midwifery Agreement, which is primarily focused on the safety and wellbeing of nurses & midwives, and usage of the regulations that obtain.</p>
Position / Role Description	<ul style="list-style-type: none"> ▪ The National Safety, Health and Welfare at Work Representative will operate in accordance with Section 25 of the Safety, Health and Welfare at Work Act 2005. ▪ It is not a job with a specific grade and the elected person remains an employee of their health organisation. ▪ The Safety Representative has extensive rights underpinned by Section 25 of the Act but has no responsibility other than representing the workforce on matters of health, safety and welfare. ▪ Safety Reps are not responsible for resolving or mitigating workplace risks and carry no additional responsibility as a result of taking on their representative role. ▪ The primary focus of the National Representative will be to establish a network of Nurse and Midwife Safety Representatives.
Responsibilities	<ul style="list-style-type: none"> ▪ Establish a team of Nurse/Midwife Reps – two for each workplace, by means of a structured selection/election process. ▪ Organise and assist with the training of Nurse/Midwife Reps and co-ordinate the implementation of the Safety and Wellbeing aspects of the overall National Health and Safety Policy. ▪ Build partnerships with the management teams in all hospitals and healthcare organisations under the governance of the HSE. ▪ Establish a register of Safety, Health and Welfare Nurse and Midwife Reps.
Task Description	<ul style="list-style-type: none"> ▪ Establish a selection/election process for Nurse and Midwife Reps. ▪ Roll out the selection of Nurse and Midwife Reps nationwide. ▪ Maintain an up to date register of all Nurse and Midwife Reps. to include location and contact details. ▪ Develop and deliver, in conjunction with the INMO, comprehensive training for the Nurse and Midwife Reps. ▪ Review and co-ordinate H&S training, and possible refresher training, at regular intervals and maintain all training records. ▪ Establish a monitoring system to track progress in: - <ul style="list-style-type: none"> a. identifying staff related safety and wellbeing issues; b. the resolution processes implemented / applied; c. the success rate for the staff members, and the workplace; d. the impact on patient care without Nurse and Midwife Rep. intervention and following successful Nurse and Midwife Rep. intervention. ▪ Communicate specific safety and wellbeing policies and initiatives to Safety Reps. when applicable ▪ Communicate & liaise with National HR, INMO, H&S Function of the HSE as necessary. ▪ Ensure a networking & support system for Nurse and Midwife Reps. nationwide. ▪ Attend Workplace Safety meetings where possible.