



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

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General Secretary  
**Liam Doran**

PNIS/MD

28 July 2015

Mr Ian Tegerdine  
Interim National Director of HR  
Dr Steevens Hospital  
Dublin 8  
[ian.tegerdine@hse.ie](mailto:ian.tegerdine@hse.ie)

**Re: Recently Announced UK Recruitment Campaign**

Dear Mr Tegerdine,

I refer to previous correspondence from the INMO in respect of the proposed recruitment campaign for Nurses and Midwives. The INMO Executive Council seek assurances on the following matters: -

1. Where nurses and midwives are currently working in a temporary or fixed term basis, that a full review of this status is conducted prior to any offers of permanent posts being made. This is to ensure that those who are currently working on a temporary/fixed term basis have equal access to permanent posts and the right to compete for them if they are available.
2. Existing panels would obviously have to be utilised in the first instance, and we seek the current numbers on panels both in the general nursing service and midwifery service.
3. Confirmation that existing staff working for the HSE, who have been denied post graduate education over the last number of years due to budget restrictions, have equity of access to any post graduate education, that is available and that this is not solely confined to new recruits.

I would be grateful if you could confirm the above as a matter of priority.

Thanking you,

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**PHIL NI SHEAGHDHA**  
Director of Industrial Relations