



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

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General Secretary
Phil NiSheaghda

17th November 2023

Mr Bernard Gloster
Chief Executive Officer
Health Service Executive
Dr Steevens Hospital
Dublin 8

By email to: CEO.Office@hse.ie

RE: Meeting 16th November 2023

Dear Bernard,

I refer to our meeting yesterday, attended by you and various members of your management team, and the President and senior officials from the INMO.

At the outset it is important that we reiterate the dismay of our members at the recruitment moratorium, the lack of consultation, and the impact on services, safety, and morale. We further reiterate the need for full adherence to the industrial relations agreements which exist in relation to our members, most notably the provisions from the Labour Court dealing with the rollout of the Framework for Safe Nurse Staffing and Skills Mix and the agreement in relation to annual engagement on an annual funded workforce plan for nursing and midwifery.

In terms of our discussion at the meeting, I wish to confirm the following:

- It is estimated that the nursing compliment will rise a further 600 WTE by year end.
- It was confirmed that the continued rollout, to completion within 2024, of phases 1 and 2 of the Framework on Safe Nurse Staffing and Skills mix will continue and is protected. This is in keeping with the commitment of the Minister for Health. The 2024 service plan will confirm the quantum of funding to achieve this.
- Nurses in intellectual disability services will be exempted from the current pause on the same terms as others notified within this category, and a note to the system will confirm this in the coming days.
- In terms of overseas recruitment, this will continue unabated. This is to include those within the system achieving registration, those to whom commitments have been made, and planned recruitment campaigns for 2024 will also continue.
- PHN training places will not be impacted.
- Nursing and midwifery graduates are not impacted and will be employed as normal.
- In terms of interviews, you confirmed that the position of the HSE was not that interviews should be stood down, and those should continue.

- We discussed the current vacancy level, currently 2800 as we understand matters, and the critical need for these posts to be filled. We advised that these posts although not filled are funded and must be considered as part of the baseline 2023 census.

Additional points were raised, and we await your feedback on:

- The need to be cognisant of areas where there are critical safety concerns where any pause in recruitment would cause serious safety concerns. You are to revert in relation to midwifery services, we also referred to ICU services, and your urgent agreement to an exemption in these areas is requested.
- Graduates from post registration courses leading to registration in another division of the Register as a nurse/midwife. We await confirmation that these persons are comprehended by the graduate exemption. To note, these graduates for example are relied upon to staff midwifery services and sick children's services.
- We are to engage further on full replacement for statutory leave entitlements, we raised specifically maternity leave and domestic violence leave.

Furthermore, we requested a discussion with you in relation to the significant impact of the absence of interns from the workplace from approximately June to January each year, and the need for ameliorating measures to address this impact.

It was agreed that the HSE are awaiting their letter of determination from the Department of Health and there will be engagement in the coming 2 weeks on a funded workforce plan for nursing and midwifery for 2024. We advised that in the scenario that safe staffing and recruitment to nursing and midwifery – which is a constant challenge in the global market - are not protected going into 2024 we will require significant engagement on service curtailment measures to ensure appropriate safe workplaces and workloads for our members.

You agreed to reengage with the INMO 10 days after you receive the Estimates- you anticipate they will be provided to you next Monday or Tuesday. Therefore, we now seek confirmation that we will re-engage on Friday the 1st of December or Monday 4th of December to have this consultation.

Thank you for your attention to this note.

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PHIL NÍ SHEAGHDHA
General Secretary
[Electronic Transmission – No Signature]

cc: Anne Marie Hoey, Director of Human Resources, HSE