

# On the ground with the president



## Welcome to 2013

WE START out on this year with some difficult challenges ahead of us. The first arrived before Christmas with the announcement, without any consultation, of the new graduate initiative at 80% pay. We had a very successful rally in Croke Park in January and I was delighted to see so many of our new graduates attend. Thanks to those who spoke so passionately and personally about their own situations and the impact this initiative will have on them (*pictured right with me at the Croke Park rally were graduates Sarah Byrne; Martina O'Regan; and Gillian Lavelle*). Although it saddens me to think that so many of our new graduates have left, and will be leaving Ireland, I would like to encourage you to continue to resist the temptation to take up these underpaid positions which will displace 1,000 nurses/midwives from their jobs. This is not just about 2012 graduates, it is about the undervaluing of the entire nursing and midwifery professions. I would like to reassure all new graduates that they have the support of the INMO and their colleagues. I would urge you all to maintain the boycott of this initiative as it is only by solidarity and unity that positive results will be achieved. We have fought many battles in the past and our unity has always been our strength. Updates on our campaign are available at [www.inmo.ie](http://www.inmo.ie) and we urge all nurses and midwives, of all grades, to get involved in the lobbying of public representatives on this issue.



## Executive Council

WE HAVE had our first Executive Council meeting of 2013. We face into a very busy year not only in relation to the national issues but also issues of concern to nurses and midwives locally. Dr Philip Crowley, HSE national director for quality and patient safety, attended our first meeting where we had an open and frank discussion on issues of major concern in relation to patient safety and staffing levels.

In light of the recent update on the Mid-Staffordshire Trust, we must not forget our own recent report into staffing levels. I urge all nurses and midwives to ensure that they continue to highlight staffing deficits in their workplace at every opportunity. It is so important to protect not only patients, but your own registration. Our safe practice campaign continues with workshops ongoing around the country. Please take time out to attend one near you. Feel free to contact me, or your local Executive Council member, at any time – details are available from INMO head office.

## 'Equal but different' launch

'EQUAL but Different – A Framework for Integrating Gender Equality in Health Service Policy, Planning and Service Delivery' is the result of a collaboration between the National Women's Council of Ireland, the HSE, and a range of women's and men's groups. It was launched in November by Kathleen Lynch, Minister for Disability, Equality and Mental Health. The health needs of men and women are different and this research-based framework highlights the different approaches to how care should be delivered differently for men and women by providing evidence that symptoms and treatments can vary between genders. In healthcare, we need to apply emerging evidence-based statistics and practice to enhance patient care. This interesting document highlights the need to enhance awareness of symptomatic differences in the patient population and in healthcare workers. See [www.nwci.ie](http://www.nwci.ie)

## Report on older people

I ATTENDED the launch of the 'Report on Older People in Residential Care Settings: Results of national survey of staff/resident interactions and conflicts' in December in UCD.

In the current climate, with elderly care settings being very much the focus of HIQA, I would strongly recommend that staff in this sector familiarise themselves with this document. For more information, log on to: [www.ncpop.ie](http://www.ncpop.ie)

## ADC

A REMINDER that all branches and sections will hold their AGMs in the coming weeks in preparation for the INMO's annual delegate conference in Letterkenny this year. This is a great opportunity for members to have their voices heard. Please try to attend these very important meetings as they will give you an opportunity to influence motions being put forward for conference and delegates elected.

## Get in touch

You can contact me at the INMO headquarters at Tel: 01 6640 600, through the president's corner on [www.inmo.ie](http://www.inmo.ie) or by email to: [clairemahon@inmo.ie](mailto:clairemahon@inmo.ie)

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