



ACTION ON MOTIONS FROM ANNUAL DELEGATE CONFERENCE 2011

GROUP 1 - ORGANISATIONAL		
Motion	Action Recommended	Action Decided
<p>1. Conference notes that the membership fees commencing 1st January 2012, remain unchanged, as detailed by the Executive Council and as incorporated into the Budget for 2012.</p> <p style="text-align: right;">Executive Council</p>	<p><i>Implement through Budget for 2012.</i></p>	
<p>3. Conference resolved that the name "Overseas Nurses Section" be changed to "International Nurses Section" in order to ensure, through the INMO, that the Section can liaise and engage with all relevant stakeholders, in this and other countries, on matters of concern to the Section.</p> <p style="text-align: right;">Overseas Nurses Section</p>	<p><i>Remitted to Council</i></p>	
<p>8. Be it resolved that the cost of the WIN to the INMO be reviewed.</p> <p style="text-align: right;">Cork Voluntary/Private Branch</p>	<p><i>Full review to be carried out by General Secretary and FGP Committee</i></p>	
<p>10. Conference, noting that branch development is an integral part of the organisation and the need to improve and strengthen the communication between Head Office, IROs and members, calls for all branches with a substantial, critical, mass of 1000 members or more, should have the release of a local representative, from their position for a guaranteed number of hours per week.</p> <p style="text-align: right;">Drogheda Branch</p>	<p><i>Remitted to Council</i></p>	
<p>12. Conference calls on the INMO to advertise and promote the importance of disclaimer forms more effectively in the workplace.</p> <p style="text-align: right;">Castlebar Branch</p>	<p><i>Books of triplicate forms already being piloted will be made available nationwide.</i></p>	

GROUP 2 - PROFESSIONAL

Motion	Action Recommended	Action Decided
<p>1. Conference noting:</p> <ul style="list-style-type: none"> ➤ the continued loss of frontline nursing/midwifery posts due to the recruitment embargo; ➤ the unwillingness of general management to accept/implement the decisions of nurse/midwife managers in relation to safe care; and ➤ the increasing levels of dependency of all in-patient populations; <p>directs the Organisation to seek the introduction, underpinned by legislation, of agreed nurse/midwife patient ratios, for hospital and nurse/midwife population ratios for the community to develop safe staffing guidelines for all care settings.</p> <p style="text-align: center;">Care of the Elderly Section Laois Branch, Letterkenny Branch Mallow Branch, Sligo Branch Wicklow Branch, Executive Council</p>	<p><i>Formal meeting to be sought with Minister and Department on this specific matter.</i></p>	
<p>2. Conference calls on all parties involved in making changes to the delivery of Primary Care, to have greater awareness of the central role of the nurse in General Practice and to accept the necessity to increase her involvement in the decision making process, particularly where the boundaries of responsibility may change, whilst also recognising the need for appropriate training in protected time as outlined in the document "Primary Care, a New Direction 2001".</p> <p style="text-align: center;">Practice Nurse Section</p>	<p><i>Organisation to continue and intensify work already underway with Minister for Primary Care.</i></p>	

GROUP 2 - PROFESSIONAL

Motion	Action Recommended	Action Decided
<p>3. Conference instructs the Organisation to ensure that all management structures include senior nursing and midwifery posts and that nursing and midwifery services continue to be led by nurses and midwives.</p> <p style="text-align: center;">Directors of Nursing Section</p>	<p><i>To be followed in all discussions ongoing with HSE.</i></p>	
<p>4. Be it resolved that the office of nursing services directorate issues national policies on best practice for care pertaining to all nursing procedures and standards of care, such as oral care, insertion and care of urinary catheters, care of patients receiving BIBAB, CPAP ventilated, central lines etc.</p> <p style="text-align: center;">Bantry Branch</p>	<p><i>To be raised with HSE Nursing/ Midwifery Services Director.</i></p>	
<p>5. Conference resolves that An Bord Altranais issues temporary registration to all student nurses/midwives after successfully passing their final exams and before commencement of their internship on full pay as is the practice of our medical colleagues.</p> <p style="text-align: center;">Bantry Branch</p>	<p><i>Remitted to Council</i></p>	
<p>6. Conference directs the Executive Council to commence discussions with the HSE with regard to agreeing a national transfer policy.</p> <p style="text-align: center;">Executive Council</p>	<p><i>Continue work already started.</i></p>	
<p>7. Conference expresses its deep disappointment at the attitude, and actions, of An Bord Altranais, in the past 12 months, as a result of:</p> <ul style="list-style-type: none"> ➤ its unilateral decision, without consultation, to increase the live register retention fee; and 	<p><i>To be a central part of process now commenced with An Bord.</i></p>	

GROUP 2 - PROFESSIONAL

Motion	Action Recommended	Action Decided
<p>➤ its continuing failure to provide advice, support and guidance, to individual nurses and midwives, to assist them provide safe practice and safe care in all care settings.</p> <p>Conference, therefore, reaffirms its call, on An Bord Altranais, to recognise, and respond, to the call, from both professions, to assert itself, to health management, in the interest of patient care and the protection of standards.</p> <p align="right">Executive Council</p>		
<p>8. Conference calls on the Executive Council to engage with the Dept of Health & Children and the HSE with a view to reducing and eliminating their requirements to produce statistics which are no more than irrelevant number crunching exercises and not reflective of clinical input nor improve clinical requirement in the frontline.</p> <p align="right">Inishowen Branch</p>	<p><i>Mater to be raised directly with Department and NJC.</i></p>	
<p>9. Conference calls for the immediate review of the HSE Dignity at Work Policy.</p> <p align="right">East Coast Area Branch</p>	<p><i>To be raised with HSE through NJC.</i></p>	
<p>10. Conference calls for a full review of flexible working arrangements which will ensure that senior nurse management, at local level, can accommodate all requests, for altered working patterns, which are cost neutral.</p> <p align="right">Executive Council</p>	<p><i>Progress being made in discussions with HSE.</i></p>	
<p>11. Conference demands the staffing structure, in the three community nursing units in Tipperary North, have all their nurse management posts filled on a permanent basis immediately.</p> <p align="right">Tipperary North Branch</p>	<p><i>To be raised with HSE as part of discussions on management structures.</i></p>	

GROUP 2 - PROFESSIONAL

Motion	Action Recommended	Action Decided
<p>12. Conference expresses its deep, and growing, disquiet about the impact of reports, from the Health Information and Quality Authority, upon public health services. In particular Conference notes the increasing practice, by the HSE, of responding to reports, from HIQA, by closing services down rather than addressing the shortcomings identified by the independent authority, thus increasing the privatisation of services particularly in the areas of elderly care.</p> <p>Conference, therefore, calls upon HIQA, to meet with all stakeholders, including the INMO, when it publishes its reports for the purposes of identifying how recommendations can be implemented and a timeframe for their implementation.</p> <p style="text-align: right;"><i>Athy & Baltinglass Branch Executive Council</i></p>	<p><i>INMO to refer this to HIQA seeking round table meeting with all stakeholders.</i></p>	
<p>13. We call on Conference to reject the additional 50euro registration fee being sought by An Bord Altranais from nurses and midwives who are undertaking nurse prescribing.</p> <p style="text-align: right;"><i>Waterford Branch</i></p>	<p><i>To be raised with An Bord.</i></p>	
<p>14. Be it resolved that the Organisation, on behalf of the PHN membership seeks to pursue the expansion of their role to maintain and develop appropriate and timely patient, family and community interventions when expanding community services.</p> <p style="text-align: right;"><i>PHN Section</i></p>	<p><i>To be raised with Minister for Primary Care as part of ongoing dialogue.</i></p>	

GROUP 2 - PROFESSIONAL

Motion	Action Recommended	Action Decided
<p>15. Conference, noting the haemorrhage of newly qualified graduate nurses and midwives, emigrating from Ireland, directs the Organisation to immediately seek a forum, involving the Department of Health and Children, the HSE and other health employers, for the purposes of:</p> <ul style="list-style-type: none"> ➤ identifying the nursing/midwifery manpower needs for the next ten years; ➤ agreeing employment measures which will aid retention of new graduates; and ➤ utilising the graduate placement programme initiative, contained in the Commission on Hours Report, as a method of offering these young professionals an opportunity to practice their chosen professions in this country. <p style="text-align: right;">Executive Council</p>	<p><i>To be raised with Department and HSE with request for engagement beginning with Chief Nurse and Nursing/Midwifery Services Director.</i></p>	
<p>16. Conference, taking account of staff shortages due to the moratorium, calls on the Organisation to ensure the role of the nurse/midwife is not eroded due to the replacement of nurses/midwives with non nursing/midwifery staff which is evident across the country at the moment, especially in the Intellectual Disability Sector.</p> <p style="text-align: right;">RNID Section</p>	<p><i>To be followed in all discussions on staffing locally and nationally.</i></p>	
<p>17. Conference calls upon the Executive when negotiating any extended role for nursing, that there should be no agreement to extend into roles of other therapist grades, such as Occupational Therapy, Chiropody and Dietetics and that clear definitions are agreed in respect of such extended roles.</p> <p style="text-align: right;">Leitrim Branch</p>	<p><i>To be followed in talks with HSE under Croke Park Agreement.</i></p>	

GROUP 2 - PROFESSIONAL

Motion	Action Recommended	Action Decided
<p>18. Conference resolves that the Organisation demands action from the Department of Health & Children and the HSE, to deal with the ever increasing bed crisis within the public health system which manifests itself in Emergency Department overcrowding, lengthening of waiting lists, diminished outcomes for patients and lower quality care.</p> <p style="text-align: right;">Dublin Northern Branch</p>	<p><i>To be referred to Department and HSE as part of discussions on new "Special Delivery Unit".</i></p>	
<p>19. Conference, recognising the devastating impact of the recruitment moratorium, on both patient care and frontline staff, directs the Organisation to actively support Nurse/Midwife managers in their efforts to protect safe practice and safe care.</p> <p style="text-align: right;">Assistant DON Section</p>	<p><i>To be actioned at all workplaces.</i></p>	
<p>20. Conference calls for the INMO to actively seek the establishment of a Social and Mental Health Service specifically for the Out of Hours setting in Primary Care.</p> <p style="text-align: right;">Telephone Triage Section</p>	<p><i>To be raised in discussions on primary care.</i></p>	
<p>21. Conference, noting the constant attack upon safe practice, arising from staff shortages, increased patient acuity and ill-advised redeployment calls upon the Organisation to prioritise the provision of support, to individual members, to ensure that they have the necessary tools to protect their practice, protect their patients and, therefore, the public in the face of constant cost cutting by managers who do not have regulatory responsibilities.</p> <p style="text-align: right;">Executive Council</p>	<p><i>To be referred to Nursing/Midwifery Practice Committee for detailed action plan.</i></p>	

GROUP 2 - PROFESSIONAL

Motion	Action Recommended	Action Decided
22. Conference calls on the Department of Health & Children to establish a database to store relevant vaccination details/blood test results, for health service staff, similar to the system already in place in the United Kingdom. OHN Section	<i>To be raised directly with Department.</i>	
23. Conference taking into consideration the non-replacement of nursing and midwifery posts throughout the health service, resolves to establish with Department of Health/HSE the agreed staff nurse/intern ratios to be on duty at any one time. Laois Branch	<i>To be raised with Department and HSE as part of discussions on staffing levels under Croke Park Agreement.</i>	

GROUP 3 - INDUSTRIAL

Motion	Action Recommended	Action Decided
<p>1. Conference noting the continuing, and growing, crisis of overcrowding in emergency departments reaffirms the following:</p> <ul style="list-style-type: none"> ➤ the Organisation's outright opposition to the placing of extra beds, on in-patient wards; and ➤ its call, upon all other clinicians and management, to implement the agreed whole hospital approach in dealing with this problem on a 24/7 basis. <p>Furthermore Conference reaffirms its full support for members to take industrial action in any hospital where extra beds, are placed on wards, thus compromising the health and wellbeing of the entire hospital patient population.</p> <p style="text-align: center;">Cork HSE Branch Dublin Northern Branch Galway Branch, Kildare Branch Mullingar Branch Executive Council</p>	<p><i>To be implemented locally and nationally as required.</i></p>	
<p>2. Conference directs the incoming Executive, in the context of the periodic reviews of the Croke Park Agreement, to:</p> <ul style="list-style-type: none"> ➤ demand adherence by management to the requirement for consultation, and due process, enunciated within this Croke Park Agreement; and ➤ ensure that the requirements for flexibility and increased productivity are shared equally throughout the various sectors of the public service. <p style="text-align: center;">Executive Council</p>	<p><i>To be raised with PSC ICTU and during Croke Park reviews.</i></p>	

GROUP 3 - INDUSTRIAL

Motion	Action Recommended	Action Decided
<p>3. Conference rejects the further attack on the pay and conditions of public servants following the:</p> <ul style="list-style-type: none"> ➤ introduction of a new (10%) lower scale for entry grades into the public service including staff nurses/midwives; and ➤ the withdrawal of credit for previous service to new entrants; <p>and calls upon the Organisation, in conjunction with other public service unions, to seek a reversal of these measures at the next review of the Croke Park Agreement.</p> <p align="right">Carlow Branch, Kilkenny Branch Executive Council</p>	<p><i>To be referred to PSC ICTU and particularly teacher unions.</i></p>	
<p>5. Be it resolved that in the current economic climate, if any attempt is made to eliminate or reduce premium pay for nurses, the INMO will immediately commence a campaign of action to reverse any proposal in this regard.</p> <p align="right">Ballina/Belmullet Branch</p>	<p><i>To be monitored and 24/7 Alliance to be asked to meet to review developments.</i></p>	
<p>6. Conference resolves to ballot all <u>undergraduate</u> nurses and midwives for a campaign of industrial action should the DOH and the HSE not reverse the unilateral pay cut and cessation of pay for our intern nurses.</p> <p align="right">Laois Branch</p> <p>AMENDMENT BY EXECUTIVE COUNCIL</p>	<p><i>To be commenced immediately if no proposals emerge from engagement with Minister..</i></p>	

GROUP 3 - INDUSTRIAL

Motion	Action Recommended	Action Decided
<p>7. Conference calls on the HSE, in light of the recent mayhem in Emergency Departments to reverse their decision to close the Emergency Department in the South Infirmity Victoria University Hospital and to reduce the Emergency Department in the Mercy University Hospital to a 12 hour service - 0800hrs - 2000hrs.</p> <p align="right">Cork Voluntary/Private Branch</p>	<p><i>To be raised locally.</i></p>	
<p>8. Be it resolved to call on the Executive Council to seek an interim review by an independent body into the impact of the reconfiguration processes on the services and staff in the mid-western region.</p> <p align="right">Limerick Branch</p>	<p><i>To be raised locally.</i></p>	
<p>9. Conference calls on the INMO to ensure that the HSE apply adequate resources and protocols prior to any reconfiguration of services to the Galway/Roscommon area.</p> <p align="right">Galway Branch</p>	<p><i>To be raised locally.</i></p>	
<p>10. Conference directs the Organisation to seek the restoration of the Senior Staff Nurse incremental point.</p> <p align="right">Mallow Branch</p>	<p><i>Existing efforts to be intensified.</i></p>	
<p>12. Be it resolved that staffing levels recommended by independent review, be implemented.</p> <p align="right">Wicklow Branch</p>	<p><i>Already referred to ICTU under Croke Park review.</i></p>	
<p>13. Conference condemns the continuing demand, of external commentators and sections of the media, for further attacks, and reductions, on the pay and conditions of employment of public servants.</p>	<p><i>Referred to Public Services Committee of ICTU.</i></p>	

GROUP 3 - INDUSTRIAL

Motion	Action Recommended	Action Decided
<p>Against this background of continuing unjustified, criticism Conference directs the Executive Council, in conjunction with other Public Service Unions, to:</p> <ul style="list-style-type: none"> ➤ agree a more co-ordinated and sustained defence of public services and public servants; ➤ devise and implement a co-ordinated media strategy in response to those who portray all public servants as over paid, underworked and a drain upon society; and ➤ in the event of any further attempt to cut the pay, pensions or other terms of conditions of public servants, to immediately commence the necessary procedures to ensure a public sector wide response up to and including industrial action including the withdrawal of labour. <p style="text-align: right;">Executive Council</p> 		
<p>14. Conference calls on the Government, Department of Health & Children and the HSE to immediately lift the moratorium on the recruitment of frontline staff in the health service, before nursing & midwifery services are further decimated in our hospitals and care settings.</p> <p style="text-align: right;">Ballinasloe Branch Mullingar Branch Executive Council</p>	<p><i>Existing efforts to be continued.</i></p>	

GROUP 3 - INDUSTRIAL

Motion	Action Recommended	Action Decided
15. Conference resolves that the Organisation recognise and take action to deal with the proliferation of precarious contracts, in the form of zero hours and fixed term contracts, in relation to the deteriorating staffing levels which are blighting our clinical areas. Dublin Northern Branch	<i>Remitted to Council</i>	
16. We call on Conference to address the unfair system of paying superannuation contributions for years in excess of forty year's service and consequently receiving no pension remuneration for these extra years' service. Kildare Branch	<i>Refer to IR Committee.</i>	

GROUP 4 - EDUCATIONAL

Motion	Action Recommended	Action Decided
<p>1. Conference resolves to ensure nurses working in the community with specialist training, to be allowed to use those skills for the benefit of patient care and continuing education and up-skilling of nurses and to receive appropriate remuneration for same.</p> <p style="text-align: center;">Community RGN Section</p>	<p><i>Refer to Nursing/Midwifery Education Practice Committee</i></p>	
<p>2. Conference resolves that the Centres for Nurse/Midwifery Education are adequately resourced to meet the increasing demands as identified from the impending revised nurse and midwifery bill.</p> <p style="text-align: center;">Nurse Midwifery Education Section</p>	<p><i>Labour Relations Commission hearing to take place on 15th September 2011.</i></p>	
<p>3. Conference calls for the inclusion of the Nurse/Midwife Prescriber course into the undergraduate degree curriculum.</p> <p style="text-align: center;">Student Nurse/Midwife Section</p>	<p><i>Remitted to Council</i></p>	

GROUP 5 - SOCIAL POLICY

Motion	Action Recommended	Action Decided
<p>1. Conference calls on the Government to address the nationwide problem in Ireland of human trafficking of women for use in the sex trade and implement a law which targets people that buys sex and not those that sell it.</p> <p style="text-align: right;">Ballinasloe Branch Executive Council</p>	<p><i>Social Policy Committee.</i></p>	
<p>2. Conference, on behalf of all PAYE workers, condemns, and rejects, the following measures:</p> <ul style="list-style-type: none"> ➤ the cutting of the minimum wage; ➤ the introduction of a crippling universal service charge at low and medium incomes; and ➤ the failure to protect tax credits and bands; <p>while the wealthy, in Irish society, continue to enjoy the protection of tax breaks which do not require them to share anything like a fair burden towards the country's economic recovery.</p> <p>Conference, therefore, directs the incoming Council, through its affiliation with the ICTU, to seek, in the first budget of the new government, that these measures are amended to ensure that they reflect true equality and all sectors of society contribute to our recovery based upon their ability to pay.</p> <p style="text-align: right;">Executive Council</p>	<p><i>To be referred to ICTU and to be included in pre-budget submission.</i></p>	
<p>3. Conference, taking account of the increased and ongoing need for local health services, we call upon the government to identify and clarify a decisive role and direction for smaller hospitals within Ireland.</p> <p style="text-align: right;">Roscommon Branch</p>	<p><i>To be raised directly with Minister.</i></p>	

GROUP 5 - SOCIAL POLICY

Motion	Action Recommended	Action Decided
<p>4. Conference resolves to lobby for a reduction of the fee charged to patients attending Minor Injury Units and a standardisation of these charges. Dundalk Branch</p>	<p><i>To be raised with Minister and included in pre-budget submission.</i></p>	
<p>5. The INMO reaffirms its outright opposition to any health policy which promotes the privatisation of health care and the continuation of a two tiered system where access is determined by ability to pay.</p> <p>In this context Conference directs the Executive Council to monitor the implementation of any new health policy, by the new government, to ensure that it promotes equity, fairness and quality assured care throughout our public health service and to bring a report back to Annual Conference in 2012.</p> <p style="text-align: right;">Executive Council</p>	<p><i>For action by Executive Council.</i></p>	
<p>7. Conference resolves to lobby for a medical service to be provided to nurse/midwives by the HSE, at no cost/reduced costs, as already offered to employees of many large companies/organisations. Dundalk Branch</p>	<p><i>For consideration by Executive Council.</i></p>	
<p>8. Conference, noting the failure of Minister Harney to bring forward legislation in relation to eligibility for Public Health Nursing Services, calls on the Government to clarify the law on eligibility criteria for access to all public funded community nursing/public health nursing services, without delay. East Coast Area Branch</p>	<p><i>To be raised as part of discussions on primary care.</i></p>	

EMERGENCY MOTION 1.

Motion	Action Recommended	Action Decided
<p>Conference calls on the INMO to use all avenues available, political and otherwise, to ensure collective bargaining rights within all private employers within the Health Sector.</p> <p>Catherine Rotte Murray (PHN Section) Catherine Tormey (Mullingar Branch) Eileen Higgins (Ballinasloe Branch) Mary Lyons (Ballinasloe Branch) Ursula Molloy (GP Practice Nurses Section) Angela Houghton (Roscommon Branch) Eileen Sykes (Occupational Health Nurses Section) M. Hayden (Dublin North Branch) Sheila Swain (Kilkenny Branch)</p>	<p><i>To be raised with:</i></p> <ul style="list-style-type: none"> - <i>agencies directly;</i> - <i>ICTU.</i> 	

EMERGENCY MOTION 2.

Motion	Action Recommended	Action Decided
<p>Conference calls on the HSE:</p> <ul style="list-style-type: none"> ➤ To cease the practice of outsourcing available and necessary nursing/midwifery work to ‘for profit’ private agencies and instead provide direct employment for these nurses/midwives who are currently forced to work through the private agencies for a lesser salary and poorer conditions of employment; and ➤ To acknowledge the imminent Agency Directive and ensure in advance of its transposition that agency nurses engaged by the HSE are paid a rate which is equal to their HSE colleagues. <p style="text-align: center;"> Louise Ballesty (Mullingar Branch) Jennifer Foynes-Reynolds (Dublin Northern Branch) Patricia Barrett (Castlebar Branch) Breda Flynn (Offaly Branch) May Heaslip (Longford Branch) Eileen Kelly (Roscommon Branch) Tanya O’Connor (Cork HSE Branch) Mary McCormack (Waterford Branch) </p>	<p><i>To be followed as part of discussions with LRC and Department of Finance.</i></p>	