

NOTICE TO MEMBERS



OFFICIAL NOTICE

Irish Nurses and Midwives Organisation

Cumann Altraí agus Ban Cabhrach na hÉireann

EM/NS **Working Together**

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31 August 2017

To: Directors of Nursing & Midwifery
From: Dr Edward Mathews, Director of Regulation & Social Policy
Re: Changes to Agency booking arrangements

Dear Colleagues,

Members have raised considerable concerns with us in relation to the revised Agency arrangements which appeared to have been agreed by the Health Service Executive. In particular members have expressed concern regarding the ability of nurse managers to effectively respond to staff shortages, and appropriately book both the right number and quality of agency staff to meet service need.

Arising from this we have raised this as an urgent issue at the Health Services Oversight Body, and we have informed the employer that we believe the revised arrangements will interfere with the ability of our members to provide the right quantity and quality of staff to meet service needs. We have also informed the employer that we believe that the new arrangements may interfere with service provision, and we have also clearly informed the employer that our members cannot accept responsibility for any negative impact on service provision or any adverse incidents which arise from or are associated with the implementation of these arrangements.

In that context, we sought that the employer would defer the "go live" date for this new arrangement, and allow for adequate consultation as to appropriate arrangements which will allow our members provide safe staffing levels.

If difficulties emerge arising from the implementation of these new arrangements, we urge you to contact your local Industrial Relations Officer for assistance. Furthermore, the Organisation will support any Director or Assistant Director of Nursing & Midwifery who feels they have to take necessary steps, including breach of the revised arrangements, to ensure that they can provide the right quantity and quality of staff to meet service needs. We support our members in taking whatever steps are necessary to maintain the safety of service provision, and you should be assured of the full support of the Irish Nurses & Midwives Organisation in taking necessary steps to achieve this end.

Again, please be assured of our full support in this issue, we are closely monitoring developments, we want to hear of any difficulties which emerge, and we will support you in responding in whatever way is necessary to maintain safety within your services.

We are having a meeting at 4.30pm this evening and we will revert tomorrow morning if there is any further update.

Yours sincerely,

Dr Edward Mathews
Director of Regulation & Social Policy

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