



# Irish Nurses and Midwives Organisation

## Working Together

May 2017

Phil Ni Sheaghda, Director of Industrial Relations

## IR UPDATE

Dear Colleagues,

Since the last IR update in April 2017, the INMO have been engaging in consultations/meetings on a national level on a number of important issues and the following update relates to four of these:

### **1. ED Taskforce on Staffing and Skill Mix Phase II:**

So far in 2017, the ED Taskforce on Staffing and Skill Mix **Phase II** has met on four occasions, 17<sup>th</sup> January, 17<sup>th</sup> of February, 21<sup>st</sup> of March and 13<sup>th</sup> of April. The meeting scheduled for 25<sup>th</sup> of May 2017 was deferred due to the commencement of the National pay talks, but this meeting will be rescheduled for June 2017.

The INMO, have two representatives that attend these meetings. The background work being undertaken is very important and thorough. The next phase is consultation nationally and similarly to phase 1 the purpose is to consult on the draft framework:

**June 20<sup>th</sup> at 11.00** in River Rooms, Centre for Learning and development, AMCH Tallaght

**June 23<sup>rd</sup> at 11.00** for specific consultation planned for members of the Nurse Interest Groups– Acute Medicine Nurse Interest Group, Emergency Nurse Interest Group, ANP Forum and the Local Injury Group. Venue TBC.

**June 29<sup>th</sup> at 2 pm** in the Auditorium, Cork University Hospital, Cork.

**June 30<sup>th</sup> at 10 am** in Room 2, Centre for Nursing and Midwifery Education, University Hospital Limerick.

### **2. Consultation on Community and Advanced Practice Policies - an Integrated Model of Care**

The Office of the Chief Nurse, Department of Health, has established a steering group to examine Community and Advanced Practice Policies – an Integrated Model of Care. The INMO has three representatives who are members of this steering group. The first plenary session of this group was held on 15<sup>th</sup> of May 2017. The work of this group will begin in June 2017.

### **3. Safeguarding of Vulnerable People**

As per my note of 27<sup>th</sup> of January 2016, progress on issues raised by INMO to HSE management regarding the safeguarding of Vulnerable Persons remain outstanding. On 18<sup>th</sup> of May 2017, the INMO attended a WRC conciliation conference to discuss the nine outstanding issues from previous meetings with HSE management. Please see table below which outlines progress made as of 18/05/2017. The INMO welcome this progress, however please be advised that until all matters are addressed, the INMO's position remains as set out in my notice to members dated 27<sup>th</sup> of January 2016 (**see a copy of this notice at end of document**).

4. **High Level Implementation**  
**Group of Staffing,**  
**Recruitment and Retention**

The first meeting of the Staffing, Recruitment and Retention Agreement – High Level Implementation Group took place on 24<sup>th</sup> May 2017 at INMO HQ. This meeting was plenary in nature setting out the process of work and the terms of reference for the group. Representatives from the Department of Health, HSE management and the independent Chairperson, Mr Sean McHugh were in attendance. The first business of this group will take place in two weeks' time and a progress report on implementation measures will be presented to the INMO by the HSE at that meeting. I will issue an update following this meeting.



**Phil Ni Sheaghda,**  
**Director of Industrial Relations**

 <p>Irish Nurses and Midwives Organisation Working Together</p>  <p>Feidhmeannacht na Seirbhíse Sláinte Health Service Executive</p> <p><b>INMO Meeting with HSE 15<sup>th</sup> July 2016</b></p>	 <p>An Coimisiún um Chaidreamh san Áit Oibre Workplace Relations Commission</p> <p><b>Update on Safeguarding Vulnerable Persons at Risk of Abuse 18<sup>th</sup> May 2017</b></p>
<p><b>Points for re-writing in certain sections of the Safeguarding Policy 15<sup>th</sup> July 2016</b></p>	<p><b>Progress made at conciliation conference of 18<sup>th</sup> May 2017</b></p>
<p>1. The HSE confirmed that examination of the current definition of abuse – it was acknowledged that the definition of abuse in Trust in Care and Safeguarding Policy will be different as the purpose of the policies are different.</p>	<p>In addition to July’s commitment, it is agreed by the parties that that there is not a complete definition in relation to institutional abuse within the Safeguarding Policy. Furthermore, it is agreed that the reference in Page 9 of the policy is not exhaustive in its interpretation and the Safeguarding Review Development Group will examine this further. The definition of institutional abuse will form a central part of the review and the HSE has confirmed that if any matters of this nature arise in the interim they will be dealt with by Point 6 of the Policy.</p> <p>The INMO’s concern remains the workloads involved in completing large volumes of paperwork in relation to recurring, frequent events such as peer on peer incidents.</p>
<p>2. A discussion took place regarding peer on peer allegations of abuse, having regard to the nature of the client’s condition etc. The HSE confirmed this will need to be reflected in the definitions of abuse, while at the same time reflecting the absolute requirement that safeguarding is an issue for every single staff member and always has been. Every staff member has a role to play in promoting the rights of vulnerable persons and every staff member must report safeguarding concerns.</p>	<p>(a) The HSE has agreed to form a Practitioners working group to examine the rationalisation and streamlining of the forms. This working group will be formed as soon as possible.</p> <p>(b) The HSE will carry out an immediate review of recurring incidences of abuse e.g. peer on peer, where the Safeguarding policy has been fully utilised. In this context, the HSE has agreed to draft a matrix model for consideration by the Unions prior to the next engagement at conciliation.</p>
<p>3. The safeguarding policy will be amended to reflect that the Trust in Care policy is the only policy in place to investigate and or review any allegations against staff members</p>	<p>It is agreed that the Trust in Care is the only policy in place to investigate and/or review any allegations against staff members.</p>
<p>4. Amendment of the Safeguarding Policy to ensure that only one preliminary screening is required and that this will satisfy both the</p>	<p>The HSE will immediately review the profile of the nominated Designated Officer with a view to:</p>

	<p>requirements under the Safeguarding and Trust in Care Policy.</p> <p>The Designated Officer role was raised by the INMO and the fact that it appears to have been confined to nursing grades, leading to huge increase in workloads and paperwork, when these grades are already under pressure.</p>	<p>(a) Examining the incidence of occurrences where the D.O. is also the Service Manager</p> <p>(b) Increase numbers of D.O.'s as appropriate taking into consideration the number of health care staff and service users.</p> <p>(c) being conscious at all times of ensuring patient safety and fair procedures for staff.</p>
5.	<p>The procedure to be followed for residential and community services will be clearly set out and needs to reflect the different language used in Older Persons and Disabilities i.e. community in the older persons means something different to describe community services in Disabilities etc.,</p>	<p>The Practitioner working group (to be established) will examine the appropriate forms and language used in the context of Older Persons and Disabilities.</p>
6.	<p>The policy will be amended to ensure that any person who makes an allegation of abuse will be advised in writing of the outcome of the preliminary screening, the opportunity to meet with the HSE Safeguarding Team if required and the outcome from the review of the preliminary screening by the HSE Safeguarding Team</p>	<p>The HSE agree with the principle of having a feedback provision when an allegation of abuse has been made by a staff member/Agency worker. Management will consider how this can be conveyed subject to any Data Protection/ Workplace Disclosure obligations.</p>
7.	<p>Examination of the current definition of institutional abuse</p>	<p>Refer to Point 1 above.</p>
8.	<p>Examination of the workload for Designated Officers under the policy and a specific request to reduce the volume of paperwork required</p>	<p>Refer to Points 2 and 4. Workload will be examined in this context.</p>
9.	<p>Clarity and clear statements regarding the designation of responsibility within the policy</p>	<p>Parties will consider the designation of responsibility within this policy in the wider context.</p>

# NOTICE TO MEMBERS



## OFFICIAL NOTICE

**Irish Nurses and Midwives Organisation**

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### Working Together

**Date** 27<sup>th</sup> January 2016

**To:** PHN Reps, Community RGN Reps, Care of the Elderly Reps  
and RNID Representatives (Social Care Services)

**CC:** INMO Executive Council Members, Officers of the PHN  
Section, Officers of the Community RGN Section, Officers of  
the Care of the Elderly Section and Officers of the RNID  
Section

**From:** Phil Ni Sheaghda, Director of Industrial Relations

**Re:** Safeguarding Vulnerable Persons at Risk of Abuse

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Dear Colleagues

The INMO were recently advised by members that the HSE Social Care Division had introduced a national policy and procedures titled *Safeguarding Vulnerable Persons at Risk of Abuse*. This policy is dated December 2014.

INMO members objected to this policy based on the lack of consultation with them and also the additional responsibilities it appears would be placed on INMO members regarding roles currently undertaken by other grades within the health services.

At the National Joint Council meeting held yesterday, Tuesday 26<sup>th</sup> of January 2016, the INMO raised this matter as an issue requiring an urgent meeting with the HSE. We have requested that no implementation or training be requested of any INMO member until full consultation has taken place with the INMO and other unions at national level.

You should advise your manager of these facts if requested to partake in training or if other changes to your current role are suggested.

We will advise members of the date of this meeting when arranged, and would welcome nominations from INMO representatives in community care of the elderly and ID services to attend with officials.

Thank you for your attention to this notice,

**Is Mise**

**Phil Ni Sheaghda,**

**Director of Industrial Relations**

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