



Q.1 As the Haddington Road Agreement (HRA) is not over, why do we have proposals at this stage?

A: All public service unions, including the INMO, agreed they would seek the benefit of any recovery in the Irish economy for members who have been subjected to income reductions, introduced by Government, via Financial Emergency Measures in the Public Interest Legislation (FEMPI) since 2009.

In recent months it became apparent the economy is recovering and, therefore, the process, leading to these proposals, commenced. The proposals, now for consideration, provide for the first phase of pay restoration, of the earlier cuts, on 1st January 2016, which is six months before the HRA was originally due to expire.

Q.2 Will the Haddington Road Agreement expire in July 2016?

A: If these proposals are accepted the Public Service Stability Agreement and the Haddington Road Agreement would be extended until September 2018 with amendments in key areas.

Q.3 Do these proposals put forward changes to terms and conditions of employment?

A: No. Terms of conditions of employment are not altered in this agreement.

Q.4 What are the pay increases proposed in this agreement?

A (1): The pay increases proposed in this agreement are as follows:
2016:

- (i) From 1st January 2016, the pension levy (currently paid on all earnings over €15,000 per annum) will not apply on **earnings below €24,750.**
- (ii) From 1st September 2016 the pension levy will not apply to earnings below **€28,750.**

The value of the removal of the pension levy, on earnings up to €24,750 on 1st January 2016, will be approximately €600 per annum, for nurses and midwives earning above that amount, with a further €400 resulting from the increase of the exemption to €28,750 per annum from September 2016.

This will result in an annual benefit of approximately €1,000 per annum to all nurses and midwives currently earning over €15,000.

- (iii) On 1st January 2016 there will also be an increase for **annualised (full-time) salaries** as follows:
 - salaries up to €24,000 will increase by 2.5%;
 - salaries between €24,000 and €31,000 will increase by 1%.

A (2): 2017:

On 1st September 2017 all annualised salaries, up to €65,000, are increased by €1,000. This is viewed as being the first phase in restoring the pay cuts applied to these grades under the FEMPI legislation. Pro-rata entitlements will apply to part-time nurses/midwives.

These changes/increases, which will increase the take home pay of public servants, will apply to all grades/groups/categories of staff earning less than €65,000.

Under the Haddington Road Agreement the pay reductions applied on salaries between €65,000 and €100,000 are to be returned after the expiry of the Haddington Road Agreement in two phases nine months apart.

Q.5 How will these pension levy adjustments and pay restorations apply to nursing/ midwifery pay?

A: The following table sets out the adjustment as it will apply:

Income on Pay Salaries below €31,000

	€27,211	€29,205	€30,234
2016	€954	€996	€1005
2017	€497	€567	€566

2018	€666	€600	€600
Cumulative Effect	€2117	€2163	€2171
Percentage	7.7%	7.4 %	7.1 %

Income on Pay Salaries above €30,000

	€30,000	€60,000	>€65,000
2016	€1,003	€733	€733
2017	€567	€567	€267*
2018	€600	€595	0*
Cumulative Effect	2170	€1895	€1000
Percentage	7.2%	3.15%	1.5%

*For staff earning more than €65,000, 50% pay restoration on 1st April 2017 and 50% pay restoration on 1st January 2018 (HRA).

Income on Pay Part Time Workers

	€18,068 (S/N Point 5)	€23,777 (CNM1 Point 5)	€25,437 (CNM2 Point 5)
2016	€76.70	€503	€622
2017	€167	€167	€212
2018	€333	€333	€333
Cumulative Effect	€577	€1003	€1167
Percentage	3.1%	4.2%	4.6%

(These are approximate amounts as those part time workers earning premiums, will see a greater benefit resulting from the pension levy adjustments. The final take-home increase may vary depending upon the individual's tax rate.)

Q.6 Was the Annual Retention Fee with An Bórd Altranais agus Cnamhnachais, (Nursing Midwifery Board of Ireland) raised?

A: Yes, the INMO raised this issue and secured agreement that if these proposal are accepted there will be no increase, from the current €100 fee, over the period 2015 to the expiry of the agreement i.e. 2015, 2016, 2017 and 2018.

Q.7 Are working hours addressed in this proposed agreement?

A: The INMO raised our demand to reduce working hours during these talks. However the government side refused to discuss the reductions of the working week for any grade.

The INMO therefore sought a measurement, as is set out in the HRA, of all hours worked by nurses and midwives to ensure all attendance hours are captured. The employer agreed to this and if these proposals are accepted this process will commence in September 2015 and be completed in June 2016. As we all know many nurses and midwives, are attending for, and not getting paid for, hours additional to rostered hours. This process will capture this and compensate nurses and midwives for additional working time.

Q.8 What reference is made to the restoration of time and 1/6 between 6 – 8 p.m. and the agreement regarding transfer of four tasks from medical staff to nursing/ midwifery staff to fund this restoration set out in the HRA?

A (1): The measurement of potential savings arising from the transfer of four tasks (first dose IV, IV cannulation, Phlebotomy and Delegated Discharge), medical staff to nursing/ midwifery staff is part of the HRA. It is further agreed that these tasks will not transfer if this measurement and compensation agreement is not in place.

The INMO and other unions representing nurses and doctors, IMO and SIPTU nursing, have measured the savings and the health service has not agreed with the findings. Therefore the process has been hindered, delayed and frustrated by management who reject evidence presented by the INMO, and others, of real savings that could be achieved.

Some local management continue to seek task transfer anyway, without the measurement of potential savings being agreed. The INMO continues to advise members that they should not accept the transfer of any of these tasks, until this measurement exercise is completed and an agreement reached in respect of the additional staffing requirement together with the restoration of time and one-sixth.

A (2): The Lansdowne Road Agreement proposals focus on this issue and propose that:

- a. it is chaired by an independent person, to ensure the issues are examined correctly and in accordance with the HRA agreement;
- b. examine the outcome of the process to date;
- c. establish if further information is required;
- d. identify the wider benefits to the health service of this method of working; and
- e. complete the process, which will be led on the HSE side by the HSE Director of HR, within a three month time –frame.

The INMO believes that this proposal will progress this issue and assist in getting the savings measured leading to the required additional staffing and restoration of time and one-sixth as part of any task transfer.

Q.9 Were the issues of pay for undergraduate nurses/midwives and incremental credit for the 36 week placement raised as part of these talks?

A: Yes, as recommended by the Labour Court in May 2015, following two hearings of these issues when referred by the INMO, the matters were raised during the Lansdowne Road talks. Agreement was reached on direct discussion with the Department of Health and the HSE, on these issues **and** their effect on nursing/ midwifery recruitment and retention. If the LRA proposals are accepted, by INMO members, these talks will commence with an outcome within three months.

Q.10 What about Nurse/Midwife Management Structures and the pay of Group Directors of Nursing?

A. Yes, a conciliation conference on the issue took place and it was agreed that an independent party will examine the issues relating to the pay of the appointed Group Directors within a short period - 21 days - and issue a determination in respect of this issue. There is also provision for a further process, to be completed by the end of July, regarding the whole issue of nurse/ midwife management structures within both the newly formed Hospital Groups and Community Health Organisations (CHOs).

Q.11 Does the Lansdowne Road Agreement affect increments?

A: No. Under the Haddington Road Agreement increment delays were imposed on staff on an incremental scale. The incremental freeze, once completed as set out in the Haddington Road Agreement, will not be repeated. The Lansdowne Road Agreement, if accepted, will not impose any further delay or freezing of increments.

Q.12 Does the LRA proposals address Outsourcing?

A: Yes. The commitments on consultation prior to any decision to outsource, in the HRA, are strengthened in the LRA proposals. Specifically it is reaffirmed that direct labour will be used to the greatest extent possible. Where a dispute arises, in respect of the application of this commitment, it will be referred to the revised dispute resolution mechanism set out in the LRA proposals. In addition when employers are considering outsourcing the examinations of costs must exclude the cost of labour i.e. basic pay, pensions, premiums and leave.

Q.13 Is there any change to the manner of resolving disputes set out in the HRA?

A: No, the procedures which are set out, specifically for Nursing and Midwifery in appendix 7 of the HRA, remain in place. This is confirmed in the Labour Relations Commission introduction to the LRA proposals.

Q.14 Is there a general no strike clause in the LRA proposals?

A: No, as with the clause in the HRA and the agreement before it, the Public Service Agreement 2010-14, strikes and industrial action are precluded only in respect of matters covered by the agreement where the parties are acting in accordance with its provisions. There is no prohibition on strikes, or other forms of industrial action, on any issues not covered by the LRA Proposals i.e. staffing/overcrowding.

Q.15 Will pensioners benefit from this LRA proposal?

A: Government met public service pensioner representatives separately and confirmed that it would adjust the level imposed on pensioners/the PSPR. On Tuesday the 16th of June 2015, the government confirmed agreement to proposals to change income levys at which the PSPR will apply. The government state that the following impact will result. On the 1st January 2016 – a return of €400 to most PSPR impacted pensioners on the 1st January 2017, a return of €500 to most PSPR impacted pensioners and on the 1st January 2018, a return of €780, to most PSPR impacted pensioners and/or removing pensioners from the PSPR net entirely. These provisions are not set out as part of the LRA proposal and are therefore not covered by it. Information on the exact details of these adjustments are available on the Department of Public Expenditure and Reform website.

Q.16 Will these proposals directly apply in the private sector and section 39 organisations?

A: No, unless there is a specific agreement in place stating that any adjustment will apply. The INMO will meet members in these organisations, on conclusion of the public service ballot, and see if they wish to pursue implementation. This will be a matter which will be discussed in the context of measures put in place over the lifetime of the HRA in these locations/employments.

Q.17 Is there any commitment in the text that employers will support training and continuous development?

A: Yes, the proposals at point 2.5 confirms that the public service will facilitate improved training and continuous development for staff.

Q.18 What is the INMO Executive council recommending and why?

A: The Organisation’s Executive Council considered the proposals and all related matters arising from them for nurses and midwives in great detail. Following this comprehensive examination the Executive Council has decided to recommend acceptance of these proposals.

The decision to recommend **acceptance** was taken in full recognition of the fact that the proposals are minimalist and it remains the INMO view that the government should have been much more positive in this first step to restore the pay, and conditions of employment, that were cut in recent years. However, recognising the wider context, the Executive Council decided to recommend acceptance recognising the following:

- *The government made it quite clear, that in beginning the process of restoring pay, it could only do so within the budgetary limits now laid down under EU procedures.*
- *The weighting towards the lower paid, within the public service, was viewed as being correct and appropriate in this first phase of restoration.*
- *The agreement that the NMBI annual fee would be frozen at €100 for the lifetime of this agreement, if these proposals are accepted. This will effectively mean the fee will remain at €100 up to and including 2018.*
- *The commitment in the text that employers will support training and continuous development is critical in the context of Continuing Professional Development (CPD) obligations which will emerge, for nurses/midwives, in the next two/three years.*
- *The process of measuring all hours actually worked, when nurses/midwives attend for work, is very necessary as a first step in our campaign to have our working week reduced to 37 hours in line with all other health professionals.*
- *The commitment to complete the process of measuring all issues arising from the agreed transfer of four tasks, from doctors to nurses/midwives, with an independent chair and only by agreement, is viewed as critical.*
- *The process to address senior nurse/midwife management issues, including adjudication, on an interim payment to Group Directors.*
- *The procedure to address issues affecting undergraduate and new graduate nurses, recognising the recruitment/retention measures now required, is also welcome.*

Q.19 Who can vote on this agreement?

A: INMO members, who are working in the public service and are affected by the terms, including 4th year student nurses on 36 week clinical work placement, will be balloted. Private sector and retired members will not be balloted as the proposal do not cover issues relating to them. Details of Regional meetings where balloting will be conducted are listed here:

DATE	TIME	VENUE
Monday, 29th June	8.00 pm	Mount Errigal Hotel, Letterkenny
Monday, 29th June	8.00 pm	Tower Hotel, Waterford
Tuesday, 30th June	7.30 pm	Tara Room, Ardboyne Hotel, Navan
Tuesday, 30th June	8.00 pm	Clarion Hotel, Pegasus 1 Suite, Sligo
Wednesday, 1st July	7.30 pm	Clonmel Park Hotel, Clonmel
Thursday, 2nd July	8.00 pm	INMO Head Office
Thursday, 2nd July	8.00 pm	Kinglsey Hotel, Cork
Monday, 6th July	7.00 pm	Bridge House Hotel, Tullamore
Monday, 6th July	8.00 pm	Manor West Hotel, Tralee
Tuesday, 7th July	7.30 pm	Clayton Hotel, Galway
Tuesday, 7th July	7.00 pm	South Court Hotel, Limerick
Thursday, 9th July	8.00 pm	Lecture Hall, Mayo General Hospital

Details of additional local meetings and workplace balloting arrangements will be notified to you by your local INMO rep.

Q.20 How will the public service unions generally count the vote?

A: All unions will count their votes separately. The INMO overall result will determine our vote at the Public Services Committee (PSC) of ICTU. The final vote will be arrived at by the majority of votes cast at the PSC by all Public Service Unions affiliated to ICTU.