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Irish Nurses Organisation
Cumann na nAltraí Gaelacha

General Secretary
Liam Doran

LD/MR

29 June 2009

Mr Eugene Donoghue
Chief Executive Officer
An Bord Altranais
18/20 Carysfort Avenue
Blackrock
Co Dublin

Re: Nurses/Midwives - Guidance regarding Industrial Action

Dear Mr Donoghue

I refer, again, to our previous correspondence and, in particular, your most recent letter, dated 23rd June 2009, which is a reply to my letter of 19th June 2009.

Arising from your reply I am now obliged to make the following points to you:

1. As your full board could not have met, since you received my letter, it must be assumed that you have not placed my letter, of 19th June 2009, before the board for its consideration and decision on the nature and form of the reply.
2. Notwithstanding this basic failing your letter, yet again, seems to consciously avoid providing the specific guidance/leadership, from An Bord Altranais, that nurses and midwives are now looking for arising from your public statements.
3. In particular your continuing failure to provide specific advice to a nurse/ midwife who is having her professional judgement ignored by her/his employer, effectively the "appropriate authority", is noted.
4. The continuing failure of An Bord to answer this specific question, which, in light of your public statements of recent weeks, must be answered continues to be a grave omission as it leaves nurses and midwives without guidance and leadership on this critical issue facing them, on a daily basis, within the Irish healthcare system.
5. An Bord's failure to provide specific guidance/leadership, leaves nurses and midwives having no support, from their regulatory body, when they find themselves in care environments which they believe have been

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compromised. It also places An Bord clearly on the side of employers rather than as the independent regulatory body, acting in the public interest, providing proactive direct advice to all parties.

6. The continuing failure of An Bord, to address this fundamental issue, will inevitably lead, on an increasing basis, for nurses and midwives to consider why they should pay a fee, every year, to a regulatory body whose only function appears to be to stand with employers, on issues pertaining to the delivery of care and investigate the actions of individual nurses/midwives.

In relation to the issue of laying my letter, of 19th June 2009, together with this letter, before your full board I am now formally requesting that this be done as this Organisation believes this matter must be considered, by your full board, in light of recent events, statements from An Bord Altranais and the reality of the clinical environment now facing nurses and midwives at this time.

For our part the responses, from An Bord, on this issue will be considered further by my own Executive Council when it next meets on 13th/14th July 2009. In addition we will now start initial consultations, with members, with regard to how the Organisation should collectively advise its members to approach An Bord, in the future, in light of this failure to support the individual nurse or midwife raising concerns regarding standards of care.

Yours sincerely



LIAM DORAN
General Secretary