



Irish Nurses and Midwives Organisation  
Cumann Altraí agus Ban Cabhrach na hÉireann  
Working Together



# CENTENARY DELEGATE CONFERENCE 2019

*Knightsbrook Hotel, Trim, Co Meath  
Wednesday, Thursday, Friday, 8th, 9th 10th May 2019*

## MOTIONS FOR DEBATE

### GROUP 1 ORGANISATIONAL

1. Conference affirms that the existing fee structure remain unchanged, for the calendar year beginning 1st January 2020, and as incorporated into the budget for 2020.

**Executive Council**

2. Conference calls on the INMO to issue plastic credit card sized individual membership cards to all members when joining the union. Data protection laws impact local reps who need to establish who is a member. The membership cards would be issued on condition that they must be surrendered when that member cancels or suspends their membership.

**Roscommon Branch**

3. Conference calls on the organisation to introduce an environmental policy to ensure that management of the organisation's impact on the environment remains an integral part of day to day operations. The policy should identify ways to improve the efficiency with which the organisation uses materials, resources and energy, prevents pollution, reduces plastic use and recycles more.

**Dublin Youth Forum**

4. Following on from a survey of members, and a motion at the 2018 ADC, conference call for:
  - a reduction to nine issues of WIN in 2019; and
  - a reduction to eight issues of WIN in 2020;
  - in addition 5% of members during the six months June to December 2019 to receive both Flipbook and hard copy with a view to affording an option to receive Flipbook only.

**Executive Council**

5. Be it resolved that a consultative group, comprising regional representatives of the Treasurers of the 42 branches, be convened at this conference, with a view to developing a standard protocol for branch funds, opening of accounts, and hand over of

authority following the election of new Treasurers. The committee to complete its business and proposals to be presented to AGMs of branches in 2019 and adoption of new process at conference 2020.

**Executive Council**

### GROUP 2 PROFESSIONAL

1. We call on conference to consider the national standardisation of intravenous medications policies, to allow nurses coming from other hospitals, or agency nurses, to administer IV medications.

**Ballinasloe Branch**

2. Be it resolved that the Executive Council commence negotiations to alter the situation whereby non-nursing, administrative duties are progressively eroding patient contact time in the community health sector. In addition we call on the Executive to also commence negotiations to alter the situation whereby community nurses are required to gather statistical information which is more particular to the work of the Central Statistics Office.

Furthermore conference resolves that all clinical areas should have access to ward clerk services to allow nurses to focus on nursing care.

**Cavan Branch**

**Dublin South West Branch**

3. Conference calls on the INMO and NMBI to address concerns for recruitment of nurses to change the IELTS score from 7-0 to 6-0 to encourage skilled professionals.

**International Nurses Section**

4. Conference resolves to support professional nurse education through the appointment of a clinical nurse facilitator for staff support and development in each clinical area in both the acute and non-acute setting.

**Dublin South West Branch**

**GROUP 3 INDUSTRIAL**

1. Conference calls on the HSE to provide greater support for staff and more focused contingency planning to prevent the level of violence and aggression in older people services.

**Ballina/Belmullet Branch**

2. Conference calls, in light of the recent nurses Labour Court proposal, that legislation be brought to the floor of the Oireachtas with immediate effect for safe staffing ratios on all clinical units in Ireland. We further call on conference that, for the future of safe nursing in this country, and for the steadfast guarantees, that after this agreement runs its course, having such legislation in place will copper-fasten the importance and requirement of nurse/patient ratios in this country for safe delivery of care in the future.

Considering that the framework for safe nurse staffing and skill mix is now the Department of Health policy, it is now necessary that the INMO pursue the enactment of legislation that will underpin this framework and ensure that safe nurse staffing and skill mix is implemented in all work locations.

**Ballinasloe Branch  
Executive Council**

3. Be it resolved that Conference considers that the senior staff nurse eligibility date be changed to date of obtaining the required incremental credit rather than waiting to apply until November.

**Bantry Branch**

4. Be it resolved that the INMO seek immediate engagement to ascertain why robust consultation and engagement processes have not taken place in the context of severe staffing shortages and a stark increase of nurses and midwives referred to Fitness to Practice.

**Castlebar Branch**

5. We call on conference to ask that there be a greater engagement between management and staff prior to implementation of new changes to work practices.

It has been requested by members to address this issue as it would serve to reduce the marked increase in workloads causing record staff burnout. Good communication and a collaborative approach is required.

**Clare Branch**

6. Conference calls on the INMO to ensure alignment of pay and conditions of nurses working in Section 39 organisations with nurses working in the public health sector.

**Cork Voluntary/Private Branch**

7. We call on conference to expand the pre-retirement scheme, based on the circular issued in 2017, due to expire in 2019, reduce eligibility of access to 55 years.

**Dublin East Coast Branch**

8. We call on conference to endorse the introduction of the "Dublin Agreement" for PHN/CRGN weekend working (WRC Agreement) in locations where it currently does not apply.

**Killarney Branch**

9. Conference calls on the INMO to negotiate a living allowance comparable to the London Weighting Allowance in the United Kingdom for all major areas with high living expenses throughout the island of Ireland.

**Mallow Branch**

10. We call on conference to set up a transfer policy for Community Registered General Nurses throughout the 26 counties. There is a facility for PHNs in place to transfer but no facility for Community Registered General Nurses.

**Meath Branch**

11. Conference resolves that eligibility to the pre-retirement initiative is extended to all registered nursing and midwifery staff regardless of grade and hours worked. In addition that the length of nursing/midwifery service from all jurisdictions is recognised. This will enable all nurses and midwives working in the Republic of Ireland health service access this scheme on an equal basis.

**Waterford Branch**

12. Conference calls on the INMO to engage with the HSE to ensure that Patient Flow ADONs be fully supported in their roles in every hospital. With INMO figures highlighting 100,000+ patients spending time on trolleys in emergency departments or wards during 2018, we need to

ensure that patient flow ADON's are not redirected into other operational and site nurse manager duties within the hospital. These patient flow ADON appointments were supported by the INMO to accommodate the ever increasing presentations to emergency departments, and increasing elderly population presenting with higher acuity levels. The HSE need to ensure that the Patient flow manager is supported and accommodated to do their job and only their job.

**ADON/M / ADPHN /  
Night Superintendent Section**

13. We call on conference to challenge the HSE's eligibility criteria for application for Staff Nurse post in the care of the older person setting which is currently restricted to RGN only.

**Care of the Older Person Section**

14. Be it resolved that the INMO, on behalf of the National Children's Nurses' Section, would engage with the HSE, and all employing authorities, that when a Children's Nurse is entitled to a specialist allowance, having undertaken recognised further education, that the particular allowance should never be removed if relevant to the nursing post they hold, irrespective of gaining a promotional grade or moving clinical area.

**National Children's Nurses Section**

15. We call on conference to explore the possibility that the telephone triage section could be exempt from the 11 hour consecutive hours rest ruling (Organisation of Working Time Act 1997), between shifts. Those working in the telephone triage section of the out of hours service. In line with the exemption criteria of rest periods within the Organisation of Working Time Act 1997, rest periods can be changed if there is a collective agreement to vary them. As most of us work in the out of hours setting and work a mixture of changing shifts including evenings, nights and weekends, the 11 hour ruling can be constraining and restrictive when going from evenings to mornings. This makes for difficulties covering rosters and ensuring an adequate skill mix, sufficient cover and flexibility in working hours which impacts on personal recreational and family time.

**Telephone Triage Nurses Section**

16. Conference resolves that the organisation review the organisation of time for undergraduate students on clinical placement and internship and pursue the following:

- regeneration of LRC Agreement No. C.-140721-13;
- greater flexibility for repaying hours owed due to non-attendance;
- review of HSE HR Circular 30-2009; and
- ensure clinical placements for supernumerary students are not arranged during the normal holiday periods for third level students.

**Cork Youth Forum**

17. Conference calls on the INMO to pursue the universal application of location allowances and the payment of the specialist qualification allowance to all nurses and midwives who hold a Category 2 specialist qualification and ultimately that allowances would be subsumed into basic pay.

**Executive Council**

## GROUP 4 EDUCATIONAL

1. We call on conference to lobby the relevant stakeholders to include Occupational Health Speciality in the National Government led initiatives for career advancement to Advanced Nurse Practitioner level. Occupational Health Clinical Nurse Managers provide expert professional knowledge in clinical practice, audit, research and leadership to influence decision making and ensure the health and wellbeing of all health care workers who represent the patient cohort. Currently access to the ANP pathway for Occupational Health Clinical Nurse managers, educated to the appropriate level with medical clinical governance is blocked as in general they report to HR rather than a nursing director.

For the OHCNM's that meet the requirements of a candidate ANP, they are currently being denied the opportunity to proceed by nature of their reporting structure and their patient cohort are the health care workers rather than public waiting list initiatives.

Furthermore, following the publication of the Shaping the Future of the RNID report in 2018, the RNID section also calls on the INMO to robustly pursue the development of CNS and RANP pathways in the ID sector which would therefore be in line with the Department of Health's policy on graduate, specialist and ANP nursing and midwifery programmes, ensuring that these advanced roles are available to all persons with an intellectual disability in Ireland.

**Occupational Health Nurses Section  
RNID Section**

2. Conference resolves that in the interests of promoting good patient outcomes and retention of perioperative nurses, that study leave for post-graduate and perioperative programmes should be increased for all days that they require and that this should include second year masters programmes.
4. We call on conference to adopt a policy which will seek from government a commitment to restore the over 70s medical card on a phased basis over an agreed timeline.

**Operating Department Nurses Section**

**GROUP 5 SOCIAL POLICY**

1. That conference recognises the challenges providing a Section 12 place of safety for children on a children's ward in the acute hospital setting when one cannot be found in the community by TUSLA. Conference directs the organisation to highlight this frequent occurrence to the HSE and the negative impact it has on a child requiring a place of safety and provision of care to the child/children on the ward during this time.

**Ballinasloe Branch**

2. We call on the INMO to negotiate a deal with the health insurance companies to facilitate better cover at a reduced rate for all INMO members.

**Clonakilty/Skibbereen Branch**

3. The environment in which we live holds a major role in our health and well-being. It matters because planet earth is the only home we humans have. The growing impact of environmental pollutants, particularly plastics, on human health has been shown to be at a level that adversely affects the environment and ultimately us. With that awareness comes increased responsibility. As the largest employer in our country the HSE can play a significant role in safeguarding our environment. We therefore call upon the HSE:
  - expand on their current waste management approach to deliver a waste segregation, recycle and disposal programme which is applied consistently throughout the country;
  - implement, without delay, robust recycle facilities in every HSE work area; and
  - to include a system for managing large volumes of currently unrecyclable packaging that comes with the medical and allied products procured by the HSE to ensure that these do not enter the general landfill waste sites.

**Letterkenny Branch**

**Retired Nurses Section**

5. Conference calls on the organisation to pursue, by any reasonable means, improvements to how students, interns, new graduates and post-graduate students are supported, facilitated and prepared for integration to the workforce through the introduction of:
  - an education seminar on rights, entitlements, responsibilities, professional development and any other such subject deemed appropriate for such a seminar;
  - structured mentorship in the workplace;
  - meaningful and structured bespoke inductions to specialist areas; and
  - the introduction of professional development and career progression plans supported by the NMPDU;
  - the availability of appropriately trained preceptors;
  - appropriate CPC levels as per NMBI regulation;
  - the introduction of a standardised, structured and detailed learning support plan for students who are failing; and
  - a new system for student evaluation of clinical placement that ensures anonymity of the student and permits the students to clearly and comprehensively identify issues they experience.

**Dublin Youth Forum  
Western Youth Forum**

6. The Organisation reaffirms its commitment to the implementation of Sláintecare to reform and reshape the delivery of our health services. In that context Conference calls on the State to accelerate investment and reform to deliver on the ambitious agenda set by Sláintecare. This requires urgent investment to address capacity issues in our acute and community services. Additionally, the expertise of nurses and midwives should be fully utilised and maximised to improve patient outcomes. To achieve this evidence based safe staffing levels and skills mix must be implemented in all services, and the numbers of specialist and advanced practice nurses and midwives further enhanced.

**Executive Council**