



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

ANNUAL DELEGATE CONFERENCE 2018

Clayton Silver Springs Hotel Cork
Wednesday, Thursday and Friday, 2nd, 3rd and 4th May 2018

MOTIONS FOR DEBATE

GROUP 1 – ORGANISATIONAL

1. Conference affirms that the existing fee structure remain unchanged, for the calendar year beginning 1st January 2019, and as incorporated into the budget for 2019.

Executive Council

2. Conference directs the incoming Executive Council to look at one centralised method of organising branch funds. The incoming Executive Council should:

- In accordance with rule 12.11 and following consultation with Branch Treasurers, review current branch funding arrangements, with a view to:
 - (i) introducing a cost effective branch funding system;
 - (ii) ensuring fiscal procedure and proprietary is maintained as is the current circumstance;
 - (iii) ensuring bank accounts currently dormant are closed;
 - (iv) ensuring a review of all accounts held in the INMO name are itemised and reviewed; and
 - (v) revising how branches access funds.

Executive Council

3. Conference calls on the INMO to safeguard the individual nurses and midwives who hold differing, often strongly held, views on abortions, where issues of personal morality and professional ethics co-exist. The 2013 'Protection of Life During Pregnancy Act' makes provision for the statutory right of all healthcare staff to 'conscientious objection' to participate in abortion. If the eighth amendment is repealed this right to conscientious objection should be upheld and protected. No nurse or midwife should be vilified or coerced into compromise, because freedom of conscience is not respected or because staffing levels are at crisis point.

Limerick Branch

4. Conference calls on the incoming Executive Council to set up a review committee to explore:

- the current function of the branch as set out in Rule 12, and section as set out in rule 13; and
- improved communication and promotion of active participation of grassroots members being the main aim of this review.

Cork HSE/Galway Branch

5. Conference resolves that the INMO seeks to ensure that the HSE hold its managers to account, when evidence exists of Emergency Department figures, from HSE management, being submitted incorrectly.

Kildare/Naas Branch

6. Conference taking account of the current HSE working group seeking to introduce a non-nursing grade into the Operating Theatre, resolves to protect the unique background knowledge, experience and international respect of the Irish perioperative nurse, for the ultimate benefit of surgical patients and ensures that non-nursing duties only can be considered for delegation.

ODN Section

7. Conference directs the Executive Council to:

- Review the distribution, cost effectiveness and current publishing format of the World of Irish Nursing and Midwifery (WIN) taking into consideration the following:
 - the number of issues;
 - distribution methods and
 - consideration of presentation of a digital online 'flipbook';
- The incoming Executive Council to make the decision, based on best value for members considering that viable and relevant communication methods are maintained.

Executive Council

MOTION REQUESTING RULE CHANGE

8. We call on conference to amend Rule 8.2.1(i) to allow the INMO Care of the Older Person Section be assigned a reserved seat despite it not being a distinct register as set out in the NMBI divisional registers

Care of the Older Person Section

GROUP 2 – PROFESSIONAL

1. Conference calls on the Executive Council to pursue the introduction of a nursing patient ratio to be implemented to ensure safe and person-centred care in Older Persons Services, Intellectual Disability Services and specific Dementia Units to ensure fairness and consistency nationwide.

Leitrim Branch

2. We call on conference:

- to ensure that the findings of the medical/surgical taskforce pilot on staffing be immediately extended to all medical and surgical areas in 2018;
- to ensure that the Phase II ED Staffing Agreement is implemented fully in 26 Emergency Departments;
- that the HSE to agree a scientific measuring tool to be rolled out nationwide in all care of the elderly settings to measure dependencies in all facilities in order to guarantee safe staffing ratios/skill mix; and
- that the Taskforce for Safe Staffing is extended to all clinical areas not currently included.

Executive Council

Carlow Branch

Dublin East Coast Branch

Wexford Branch

3. Conference recognises the important recommendations of the Ombudsman for Children arising from the investigation of the 'Molly Case'. These recommendations following on from the findings of a series of failures, recognises the urgent necessity to do more and do better in meeting the needs of children with intellectual disabilities. Conference calls on the HSE, and all State services to fully utilise the knowledge, skills and competencies of RNIDs to ensure that, the necessary supports and services are available to these children, that those services are appropriately coordinated, and that the human dignity and worth of children with an intellectual disability is fully recognised and vindicated.

RNID Section

4. Conference calls on the Organisation to pursue with the HSE and the employers a pause in admissions during day and night duty report/handover. This pause will include all admissions and internal transfers of patients and residents, thus allowing a safe detailed handover of existing patients and residents.

Drogheda Branch

5. Conference resolves to initiate mechanisms to review and debrief members on the closing out of risk management. The membership will be well aware of the quality of top down communication to members when it comes to closing out of risk. We ask that the loop be closed with the regulator and/or department through line management with a recognised, and improved, mechanism that ensures top down and bottom up communications in the safe management of risk.

Galway Branch

6. Conference resolves that the INMO call on the HSE to address the serious skill mix issues in nursing that has resulted from the exodus of senior and experienced staff from the system.

Kildare/Naas Branch

7. We call on the Organisation to pursue with the HSE that, as part of the recruitment and retention process, they would part-fund private health insurance for all nurses and midwives. In addition, they would also provide a free health screen, annually, in the interest of their staffs' health.

Mullingar Branch

8. Conference resolves that Assistant Director of Public Health Nurse numbers are increased nationally to allow all PHN/CRGN grades the opportunity to avail of supervision, at least four times a year, as occurs in other professional grades.

ADON/M / ADPHN / Night Superintendents Section

GROUP 3 – INDUSTRIAL

1. Conference notes that in light of non-essential staff getting paid leave, during the recent Storm Ophelia, it is not unreasonable for those staff who did attend for work to be compensated similarly and, at the very least, have travel and subsistence made available.

Clonakilty/Skibbereen Branch

Laois Branch

2. We call on conference to make the role of the CNM2 Supernumerary. The CNM2 grade are key members of the front-line nursing management team and are responsible for maintaining the highest and safest level of nursing care for the patient. From the latest employment figures the CNM role is the hardest one to fill in the nursing profession, and so we need to make this demanding role more attractive, more incentivised and easier to fill.

In addition conference calls for a review of all grade structures on all wards to ensure there is a supernumerary shift leader 24/7.

Clinical Nurse/Midwife Managers Section

Cavan Branch

Dublin South West Branch

3. Conference condemns the practice whereby permanent nursing vacancies are being filled by nurses on temporary contracts.

Inishowen Branch

4. Conference recognises the difficulty recruiting and retaining nurses in radiology departments, and the important role of radiology departments in facilitating expedited discharges and day case interventional procedures. Conference directs the Organisation to campaign for the speciality location allowance to be extended to all nurses working in the radiology departments.

Radiology Section

5. Be it resolved that the INMO, on behalf of the National Children's Nurses Section, would engage with the HSE, and all empowering authorities, to fully commit to the implementation of the international best practice quality standards to ensure safety for all children attending Emergency Departments (ED) and all acute hospital settings in Ireland as follows:

- Combined adult/child emergency departments: the child is cared for in a designated and appropriate child friendly setting (including waiting and treatment areas), which have audio and visual separation from adults
- Promote and encourage nursing staff caring for the child, to obtain a specialised post graduate children's emergency nursing qualification (minimum 70%), including advanced paediatric life support (APLS or PALS - minimum 1 nurse on duty 24 hours/day). Each department should have a designated RCN in child protection
- Combined adult/child acute hospital: the child is admitted to a designated Paediatric inpatient unit and cared for by appropriately qualified, skilled and experienced nurses who can provide expert care in the assessment, monitoring, recognition of deterioration and stabilisation of a sick infant, child or young person
- There is a minimum of two RCN's on duty 24 hours/day in these areas.

National Children's Nurse Section

6. Conference calls on the INMO to ensure that Section 39 Health Providers are viewed as a collective into the future by the Department of Health and the HSE. Reaffirming the pay link comparison with the Public Service that has been eroded over the past few years.

Longford Branch

7. Conference calls for all nurses and midwives who are in vacant/new posts in an acting capacity for a period of two years to be converted to a permanent post.

Kilkenny Branch

8. In light of the prevalence of regulatory protections for patients and service users Conference calls on the Executive Council to negotiate similar and appropriate protections to be available to nurses and midwives in their workplaces.

Monaghan Branch

9. Conference resolves that if Government refuses to commit to agree and deliver pay parity for nurses and midwives, the Organisation will pursue all means up to and including industrial action to achieve this goal.

Dublin South West Branch

10. We call on Conference to extend the Emergency Department Compensation Scheme to all work places.

Dublin East Coast Branch

11. Conference resolves that the INMO would pursue the HSE and the Department of Health to ensure that there is greater oversight of agreements reached between the INMO and the HSE.

Executive Council

GROUP 4 – EDUCATIONAL

1. We call on conference to direct the Organisation to seek the development of universal educational standards for new staff from Europe – Spain, Greece, assisting them with guaranteed preceptorship, educational objectives, supporting them to adjust and meet the requirements to carry out their nursing duties effectively and develop their clinical skills. We need Clinical Nurse Education Facilitators in all units in our hospitals.

Laois Branch

2. Conference directs the organisation to engage with the NMBI, HSE and all employing authorities, to acknowledge, implement and support the need for clear career pathways from staff grade through to ANP and also salary grading structures for research nurses in all units and organisations in Ireland.

Research Nurses Section

3. Be it resolved, that where employers are obliged to provide protected study leave to enable nurses and midwives to complete all mandatory training, and where this obligation is not upheld, immediate steps are taken to ensure the employer complies with their obligation.

Cork Vol/Private Branch

4. Conference calls for a campaign on increasing student nurse training places to accommodate the ever-increasing workload demands, to increase clinical placement allowances.

In addition Conference calls on the Organisation to seek a review of the accommodation allowance for students, as a contribution towards the cost of a clinical placement, on pre-registration nursing/midwifery programmes, where it is necessary for the student to obtain accommodation away from his/her normal place of residence.

Executive Council

Kilkenny Branch

5. Conference calls on the INMO to negotiate with the HSE that registered nurses, employed in the public sector, should be guaranteed a pathway, if they so wish, to access postgraduate nurse training in Ireland.

Cavan Branch

6. Be it resolved that Conference seek to promote the profile of the student health nurse both within the wider health services and within the higher education setting with the ultimate view of protecting and preserving the front line nursing staff for all third level students, thus ensuring their physical and mental wellbeing during college years.

Third Level Student Health Nurses Section

7. Conference calls on the Nursing and Midwifery Board of Ireland to further engage with stakeholders including registrants and the INMO regarding the implementation and enacting of Part 11 of the Nurses and Midwives Act 2011.

This scheme must clarify:

- What constitutes CPD (Continuous Professional Development) and how registrants will be expected to meet the requirements of any such scheme(s).

Support:

- we call on the NMBI to support registrants during this process, to ensure any scheme is achievable, affordable, relevant and supportive of the profession as a whole;
- there must be no extra time or financial burden bestowed on nurses and midwives as a result of the enactment of this part of the Act. Employers must share the responsibility by supporting nurses and midwives with financial or other resources to achieve the requirements;
- any period of time dedicated to achieving the requirements must be built into the registrants working week, giving each registrant protected study hours thus allowing them meet any future requirements; and
- finally, that any upcoming consultations regarding the development of any scheme(s) gives all registrants ample time and the opportunity to have an open and honest discussion regarding any proposed model, framework and requirements and how it will affect nurses and midwives once in place.

Executive Council

Nurse/Midwife Education Section

8. Conference further resolves that the Organisation lobby the Department of Health and the HSE to standardise nursing and midwifery documentation across the country, thus easing patient transfers and handovers along with ensuring the highest standard of care.

Dublin Northern Branch

9. Be it resolved that the current educational and leadership role of the CPC in relation to safe patient care and student competence be recognised and remunerated accordingly. Education and leadership are two of the key competencies essential to the graduate and the CPCs play a significant role in advancing these key competencies.

Clinical Placement Co-Ordinator Section

10. Conference calls on the Organisation to engage with the NMBI, the HSE, Centres for Nursing and Midwifery Education, and other relevant teaching hospitals and facilities, seeking standardisation of the following:

- Clinical placement hours and protected study time (supernumery);
- Competency and skills documentation;
- Module content and assessments; and
- Exposure to clinical learning.

Western Youth Forum

GROUP 5 – SOCIAL POLICY

1. Conference calls on government that property tax should be based on household income and we suggest it should be ended when home owner reaches 80 years.

Retired Nurses Section

2. Be it resolved that the Organisation seek a review of the nurses who are making an appeal for failed adaptation programme be allowed to work as care attendants in order to financially sustain their basic needs while awaiting the result of their appeal with NMBI.

International Nurses Section

3. Conference resolves a review/audit of the new model of social care provision in the geriatric, acute and community care services recently adapted by the HSE, be undertaken.

Castlebar Branch

4. Conference resolves that the HSE stops the privatisation of the delivery of home care services to the most vulnerable citizens in our society, the old and sick in their own homes, until the clinical governance of these services is clarified and agreed with the INMO.

Waterford Branch

5. Conference calls on the Department of Health to provide medical cards to persons based on their nursing needs rather than merely being means tested.

Dundalk Branch

6. Conference calls on the Department of Health to withdraw the practice of charging patients requiring venesection treatment for haemochromatosis.

Dundalk Branch

7. Conference resolves that the Organisation lobby the NMBI to establish a support programme to ensure that those members, who endure the Fitness to Practise process, are supported, so as to maintain their mental and physical health.

Dublin Northern Branch

8. Conference calls on the HSE to support nurses and midwives in their ageing process and to ensure proactive support in the workplace to accommodate changing physical and emotional issues associated with the ageing process.

Letterkenny Branch

9. Conference, taking account of the challenging work environments that exist within our health services, calls on the organisation to seek the integration of specific mental health awareness training and mental health supports into the undergraduate nursing and midwifery degree programmes.

Student Nurses/Midwives Section

10. Conference calls on the INMO and the Congress of Unions, to work together, to include, for pensions purposes, in relation to buying back service, all excluded healthcare facilities, voluntary hospitals in Ireland, NHS, EU/EFTA countries.

Offaly Branch

11. International studies continue to demonstrate that workers across the world continue to receive low wages despite working harder than ever. Last year in Ireland alone the super-rich managed a record worth of over €100 billion, following a bumper year for property bonds and stocks. Indeed, world inequality has ballooned to epic proportions. Income growth for lower paid workers has been almost nil whilst the rich increased their wealth by even more.

Conference calls on this government and corporations to build an economy of working people and not an economy for the rich, to effectively use taxation to tackle extreme wealth, eliminate gender pay gaps and tax havens and to share profits to benefit ordinary working people. Also unless there is globally co-ordinated political action, the wealth gap will continue to grow.

Executive Council

12. Conference deplores the reality of 3000 Irish children being recorded as homeless at the end of 2017, and condemns the failure of our government to ensure the provision of adequate housing for all vulnerable family units. Conference recognises that this situation represents a failure of our government to ensure the safety and welfare of our children. Conference calls on the government to immediately implement sustainable solutions which provide housing of adequate quality for all families with children under the age of 18 years.

Executive Council

13. Conference calls on the HSE, while recognising pressures in acute hospitals, to ensure appropriate and completed assessments by MDT are carried out. Safeguarding correct placement of older persons in long-term care, correct environment, staffing and skill mix, thereby ensuring resident needs are best met in accordance with national policy and HIQA regulation.

Care of the Older Person Section