

## STAFFING / RECRUITMENT / RETENTION PROPOSALS AT A GLANCE

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| <ul style="list-style-type: none"> <li>• 1208 additional nurses and midwives funded for this year (new ceiling 37,048).</li> <li>• Filling of all vacancies including maternity leave cover.</li> <li>• Permanent posts for all those on panels and those who graduated in 2016.</li> <li>• National staff nurse/midwife transfer panel.</li> <li>• Permanent employment offers to all those graduating in 2017.</li> <li>• Recruitment delegated to DON.</li> <li>• Increased student PHN places in each of the next three years.</li> <li>• 130 additional undergraduate student places in 2017.</li> <li>• 96 additional midwives in 2017.</li> <li>• Three year workforce plan to be agreed with INMO.</li> <li>• Ministerial Directive underpins workforce plan with Oireachtas oversight.</li> </ul> | <ul style="list-style-type: none"> <li>• Pre-retirement Scheme reintroduced - age 55-65.</li> <li>• Restoration of time plus one-sixth in ID and COE services.</li> <li>• Restoration of PHN allowance.</li> <li>• CNM1 in RNID when working alongside or supervising Social Care Workers.</li> <li>• COE staffing levels maintained at funded level existing as of December 2016. Consultation re staffing in advance of any service expansion</li> <li>• 120 Candidate ANPs in September 2017.</li> <li>• 127 additional CNM1 posts in medical/surgical wards.</li> <li>• Bring Them Home scheme - additional €1500 (€3,000 in total available).</li> <li>• Rehiring of retired nurses and midwives on same salary point.</li> <li>• Enhanced health and safety measures.</li> <li>• Protects pay restoration and ongoing pay campaign.</li> </ul> |
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**Full Detailed Q & A Document Will Issue On Tuesday, 7th March 2017**