



Irish Nurses and Midwives Organisation

Cumann Altraí agus Ban Cabhrach na hÉireann

Working Together

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General Secretary
Phil Ní Sheaghda

TF/JM

Ms Rosarii Mannion
National Director of Human Resources
HSE
Dr Steevens' Hospital
Dublin 8

27th February 2018

Re: Status Red Weather Warning – Provisions for Nurses and Midwives Unable to Attend Work and who Attend Work

Dear Rosarii,

I write to you on behalf of INMO members working within the HSE who require clarity with regards to attendance or indeed non-attendance at work on the day(s) of a status red weather warning, due to that event.

As you are aware, there is a live claim before you on behalf of the National Joint Council Staff Panel seeking that, as you have confirmed that staff who did not attend work on the day of storm Ophelia, will not be penalised, staff who attended work have not had their claim addressed with regards to receiving time back in lieu. The Staff Panel wrote to you on 02nd of November 2017 (over 3 and a half months ago) and a meeting took place only last week with Ms Edna Hoare and Paul Byrne in regard to same. However, there has been no progress on resolving this issue due to the failure of your office to address the issues raised by the unions.

I write to you today as an imminent status red weather warning presents itself. I would appreciate if you would clarify by close of business today what will apply to our members if:

1. They are unable to attend work due to adverse weather conditions. We presume they will be treated the same as occurred in Storm Ophelia as per your memorandum dated 19 October 2017 (attached)
2. Considering point number 1, what provisions will be made for nurses and midwives who attend work and perform essential duties on the day of the adverse weather event; and
3. We presume that any staff member will have "out of pocket" expenses covered by the HSE regarding attending work during those adverse weather conditions.
4. What plans are in place for staff who are unable to return home after completing a shift?

The HSE has had sufficient time and opportunities, during the last 3 and a half months, since Storm Ophelia to address the issues pertaining to that weather event and to put appropriate provisions in place for further events, however, we now seek that you revert by close of business today confirming the HSE's position on same. We will then be able to advise your members accordingly.

Thank you for your attention

Your sincerely

Tony Fitzpatrick
Acting Director of Industrial Relations

THE VOICE OF NURSES AND MIDWIVES

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NATIONAL JOINT COUNCIL: HSE STAFF PANEL OF TRADE UNIONS



INMO, SIPTU, IMPACT, IMO, MLSA, TEEU, UNITE
WORKING AS ONE

EL/PNiS

Ms Rosarii Mannion
National Director of HR
Dr Steevens Hospital
Dublin 8

02nd November 2017

Re: Storm Ophelia Monday 16th of October 2017: Memo to the system dated 19th of October

Dear Ms. Mannion

I refer to the memo to the system which outlines that staff who were unable to attend for duty due to the inclement weather conditions on Monday 16th of October, for safety reasons, or those who were required to leave their work premises early, being paid for the hours that they were scheduled to work.

The Staff Panel of Trade Unions welcome this information and we would appreciate if a meeting could be convened between the unions and the National Director of HR to discuss the issues arising from our members who attended work on that day. Also, it is necessary that we plan and agreed an appropriate protocol for future events. We believe that this would be mutually beneficial to the parties and ensure that the confusion created as a result of the varying instructions given by line managers would be avoided in future.

We would appreciate if you would revert with dates and times that you are available for such a meeting.

Thanking you for confirmation in advance,

Is Míse

A handwritten signature in cursive script, appearing to read 'Phil Ní Sheaghdha'.

Phil Ní Sheaghdha
Chairperson
National Staff Panel of Trade Unions



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
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MEMO

To: Each Member of the Directorate and Leadership Team
Each Assistant National Director, HR
Each Chief Officer, CHO
Each CEO, Hospital Group
Each CEO, Section 38 Agency
Each Section 38 HR Manager
Each Employee Relations Manager
Each Head of Human Resources, CHO
Each Head of Human Resources, Hospital Groups

From: Rosarii Mannion, National Director HR

Date: 19th October 2017

Re: Storm Ophelia – Monday 16th October

Dear Colleagues,

In light of the recent disruption caused by Storm Ophelia, health service employees who were unable to attend their place of work on **Monday 16th October** for safety reasons and those who were required to leave their work premises early will be paid for the hours which they were scheduled to work. Please note that those employees whose attendance at work was affected as a direct result of the unforeseen weather events are not required to take annual leave or any other form of paid leave in respect of the hours which they were unable to work. Employees who were not scheduled to attend work on 16th October or were availing of any type of approved leave (e.g. annual leave, study leave, sick leave, parental leave etc.) are not covered by this arrangement and are not entitled to time off in lieu.

The above arrangement is only applicable to Monday 16th October. Employees who were unable to attend work on Tuesday 17th October for other reasons on foot of Storm Ophelia may be granted annual leave or unpaid leave to cover their absence.

Queries

Queries from individual employees should be addressed by local management or the relevant HR / Employee Relations Department.

Queries from HR Departments on the contents of this memo may be referred to Anna Killilea, Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2. Tel: 01 6626966, Email: info.t@hse.ie.

Yours sincerely



Rosarii Mannion
National Director of HR