



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

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General Secretary
Liam Doran

LD/MR

02 August 2016

Ms Anna Perry
Chairperson
Health Service Oversight Body (Lansdowne Road Agreement)
Director of Conciliation
Workplace Relations Commission
Tom Johnson House
Haddington Road
Dublin 4

Re: Senior Nurse Management Structures - Haddington Road/Lansdowne Road Agreements

Dear Ms Perry

I refer to the many discussions, at meetings of the Health Service Oversight Body (HSOB), with regard to the agreement, initially made under the Haddington Road Agreement (HRA) and reaffirmed (via a side Chairman's note) under the Lansdowne Road Agreement (LRA), to have discussions, between the HSE/DOH and nursing organisations, regarding senior nurse/midwifery management structures.

Reference Haddington Road Agreement, page 41:

- *"Nursing management structures: the parties reaffirm their commitment and immediate focus on the LRC process relating to national nursing/midwifery management structures".*

and Lansdowne Road Agreement references Chairman's Notes (attached).

Despite numerous efforts and requests I have to advise that the management side have continually failed to engage in any aspect of this issue including:

- confirmation that the Group Director of Nursing Scale will be upgraded to Assistant National Director (HSE) Grade;

- clarify with regard to the grading structure applying to other Directors of Nursing, at individual site level, within Hospital Groups;
- our long standing demand for discussions, leading to agreement, with regard to senior nurse management structures in all Care of the Older Person Services; and
- the need for urgent discussions with regard to senior nurse management structures, within the new Community Health Organisation structures (CHO), within Primary Care services.

On behalf of the INMO I have to record the absolute failure of the HSE to engage, directly, on all of the foregoing. Instead the HSE continues to seek to implement radical changes, directly seeking to reduce/minimise the presence of senior nurses within management structures, to the detriment of service delivery. The reality is that, with regard to Care of Older Person Services and Primary Care, the management side are seeking to introduce change without any discussions with the nursing organisations.

Against this background I am now formally requesting, as we have done at previous HSOB meetings, an immediate engagement, facilitated by the WRC, to progress all of these matters consistent with the commitments within the LRA.

In parallel with making this referral I must also ask that you would advise the HSE, in keeping with standard practice, that they would refrain from imposing any changes, to long standing, traditional, senior nurse management structures, ahead of these discussions and, ultimately, any agreement arising from this engagement.

As you will be aware this issue has been the subject of many discussions, at the HSOB, as we have endeavoured to ensure the management side fulfil their commitment, under the Chairman's note, and explicit within the last two agreements.

In this context the earliest possible date, for these discussions, would be appreciated and I look forward to hearing from you in due course.

Thank you for your attention to this matter. If you have any questions or queries please do not hesitate to contact me directly.

Yours sincerely



LIAM DORAN
General Secretary