

Student Link

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Irish Nurses and Midwives Organisation
Working Together



Update from
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Firstly, I would like to express my sincere thanks to all supernumerary students who have participated in the survey of clinical placement allowances. I am currently analysing the data and I hope the information and statistics that I have collected will be of benefit going forward.



Most of you will be aware that INMO members are currently balloting on whether to accept the Labour Court recommendations on

pay and safe staffing. It is important to note that internship students are the only undergraduate students who have a vote for this ballot. In order to vote on matters relating to employment you must be classified as an employee who is effected directly by the ballot in the workplace where there dispute exists. However, it is essential that all students are aware of the offer since this will affect your future in nursing / midwifery in Ireland. The INMO is a democracy, and on decisions of this magnitude it is essential that as many members as possible place their vote so that there is a true representation of the membership. All interns who are members may place their vote at any of the information and balloting sessions. Please make an effort to attend and use your vote. Voting finishes on May 1st and the votes will be counted on May 2nd.

Follow the link to see where the remaining information and balloting sessions will be held: <https://www.inmo.ie/information-meetings-and-balloting>

All information pertaining to the labour Court Recommendation is also available here: <https://www.inmo.ie/Home/Index/8135/13482>

Or use the 30 second calculator to see what is in the deal for you: <https://inmoirl.typeform.com/to/eVmu6Z>

If you require any information or if you need help understanding the documents please contact me at neal.donohue@inmo.ie

The Labour Court Recommendation: What is in it for Interns??

1 – A PAY RISE

Under the existing system, you start on €29,346 a year. After 16 weeks, this goes up to €31,110. A year after that, you go to €32,171.



But...

...as a new staff nurse or midwife, you would be one of the biggest beneficiaries of the new proposals.

After 16 weeks you would go to €32,171 – over €1,000 more. A year after that, you'd go to €35,806 – **€3,365 more**.

Every year in your career after that, your pay would be between €1,500 and €4,000 better than the current system.

On top of this, all pay will go up by 1.75% this year and 2% next years. If we go on strike again, we risk losing those across-the-board pay rises.

2 – NEW ALLOWANCES

If these proposals go through, most new grads will now also get a location allowance – worth an extra **€2,230 a year**. This will depend on which service you work in.



Put that with the pay rise and after a year and 16 weeks, your pay would be **€38,036** – compared to the €32,171 it would be without these proposals. **That's €5,865 more – 18%**.

You can also qualify for the higher-value senior staff nurse/ midwife grade after 17 years instead of 20.

3 – SAFE STAFFING

If the proposals are passed, there will also be ringfenced funding for the Safe Staffing Framework, which sets scientific **nurse-to-patient ratios**.



When they trialled the Framework in three Irish hospitals, patient mortality dropped, staff burnout reduced, length of patient stays fell, while morale and staff numbers improved.

But what about...

... senior nurses/midwives?

Senior staff nurses will get an extra €1,500 in basic pay, bringing their minimum pay to €49,471. In addition, many will get new or increased allowances too.

These proposals benefit new nurses and midwives more, because they are the lowest-paid workers and recruitment difficulties are most severe at this level. But every single staff nurse and midwife will get higher pay through these proposals.

There will also be an independent expert group to review the pay of management nurses and midwives, following the pay rises for those on the staff grades.

... the new contract?

The government proposed a new contract to go along with the pay rise. We had serious problems with it and rejected it immediately. Through negotiation and a case before the Labour Court, we managed to remove the objectionable elements and are now satisfied with the new contract. You can read the full text, with notes, on inmo.ie/Campaign_Documents

... voting no?

The INMO is led by members – so we follow what members tell us to do when they vote. The nurses and midwives on our Executive Council are recommending voting to accept this as a good deal. Voting no likely means another strike. While the INMO will resist any penalties, it's likely that the government will penalise us for going on strike – like they did with teachers. This could cost in excess of €4,000 for staff nurses.

... pay parity?

After a year and 16 weeks, between new allowances and a new pay scale, most new staff nurses and midwives will be **paid more than allied health professionals** such as physios, occupational therapists and speech and language therapists. This exceeds parity in practice.

But with all the above, the INMO is going to keep campaigning to improve pay and conditions and develop our professions, including through the independent expert group.

This is YOUR union. Interns have a say in shaping the future.

**Get informed.
Ask questions.
Vote.**