

Student Link

November 2018



Irish Nurses and Midwives Organisation
Working Together



Nurses and Midwives Vote on Strike!!!

Do Students have a vote??

- ◆ **ONLY EMPLOYEES** that are INMO members will have a vote, but students may attend meetings if they wish to receive information.
- ◆ Supernumerary students are not classified as employees and therefore, do not have a vote.
- ◆ 4th Years are only considered employees once the 36-week internship commences. 4th year students will not have a vote unless they are on internship at the time of ballot.
- ◆ 2018 Graduates classified as a Pre-Registration Nurse/Midwife will be entitled to a vote if they are members of the INMO.
- ◆ Children's and General Students due to qualify in May 2019 will be entitled to a vote, if they are classified as employees at the time of balloting
- ◆ 2018 Graduates that are repeating or repaying time will only be entitled to a vote if they are classified as an employee and are currently a member of the INMO.

Where to get Information:

Nurses and midwives all over Ireland are currently voting on industrial action/strike. Many students have contacted the INMO in recent weeks with questions regarding the possibility of industrial action and what it means for students. It is essential that all class groups are connected to the INMO in order to get appropriate and accurate information directly from the source. Every class should have an INMO student representative. If your cohort does not have an INMO representative and you would like to get involved contact Neal Donohue at neal.donohue@inmo.ie.

If you are looking for updates on the current situation follow the INMO on Facebook, Twitter and Instagram and check our website at www.inmo.ie

Why are nurses and midwives threatening strike???

The reason nurses and midwives are threatening industrial action comes from serious issues in the workplace that the employer has not resolved. The HSE is not able to recruit and retain enough nurses and midwives in order to provide safe care. This creates serious dangers for the public using the health services exposing them to the risk of missed care and negative outcomes. Shortages in staffing has also created intolerable working conditions for nurses and midwives where stress and burnout are common. Nurses and midwives have a statutory obligation under the Nurses and Midwives Act 2011, to provide safe care and must do anything within their power to protect their patients. The risks, incidents, and deficits in care are habitually reported to the employer, yet short staffing continues. This is simply unacceptable! Nurses and midwives say that the conditions have become so intolerable that pay must be improved to encourage more people to stay working in the public health sector. They are the lowest paid healthcare professional in the public health service, earning 12% (Approx €7000 pa) less than other professionals who hold the same level of education.

Position of the HSE and Department of Health

In 2017 members of the INMO accepted the Public Service Stability Agreement with the government. As part of this agreement it was decided that the issue of recruitment and retention in the nursing and midwifery professions would be examined by the Public Service Pay Commission. The Commission are also required to generate options for resolving the issues identified.

The Minister of Finance met the Commission on 26th of October 2017 and instructed, "this is not a pay review, nor can it be." This fundamentally changed the terms of reference of the Public Service Pay Commission and we believe placed undue influence in contradiction of the Terms of Reference, of the Public Service Stability Agreement. Incomprehensibly, the Commission found that there is no generalised recruitment and retention problem in respect of nursing and midwifery and recommendations were made to offer increases to isolated areas of the profession. This inexplicable conclusion in turn resulted in the Commission saying that they could not recommend an increase in pay for nurses and midwives. However, the Commission outlined "significant limitations in the data available on Recruitment and Retention in the Health Service."

Common Sense Must Prevail!!!

Students and qualified staff have experienced the very harsh reality of understaffing in the public health service and its effects on their patients and service users. The current situation is unsustainable and members of the INMO say enough is enough!

Following a secret ballot of members, the INMO membership have rejected, by 94%, the employer's proposals in on recruitment and retention.

The current national ballot will decide whether or not the INMO have a mandate for industrial action. The results will be announced on the 14th of December.

Please keep abreast of notices by regularly linking into our website (www.inmo.ie) and via Facebook/Twitter /Instagram