

Lead topic: Public Service Pay and Industrial Relations	Sub-topic: Recruitment and Retention issues in the Health sector	Contact: Tom Clarke
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FAST FACTS

- The Public Service Pay Commission found no evidence of a generalised problem with recruitment and retention in the Health sector.
- However, it did find evidence of difficulty in certain specific areas, e.g.:
 - Consultants
 - Mental health nursing
 - Radiographers
 - Psychologists and Paramedics
 - Public Dentistry
- The WRC agreement with the INMO/SIPTU in March 2017 provides for the restoration of certain allowances for post-2012 new entrant nurses, which are:
 - Midwifery Qualification;
 - Registered general nurse in the community;
 - Nurse co-ordinator allowance;
 - Specialist co-ordinator allowance (nurse tutors); and
 - Nurses assigned to occupational therapy.
 - Restoration of the allowance for post-2012 new entrant radiographers working in the Breast Check Unit in the health service falls to be progressed following the conclusion of the recent negotiations.
 - Implementation of the above measures is conditional on the ratification of the new Public Service Stability Agreement by the unions concerned.
- The Public Service pay Commission will conduct an in-depth examination of recruitment and retention in the public service.

Q&A'S

1. Why are these allowances being restored?

Restoration of these allowances, which is conditional on the ratification of the draft Public Service Stability Agreement by the unions concerned, aims to assist in addressing recruitment and retention difficulties in certain specific areas.

2. What is D/PER doing about recruitment and retention difficulties in the health sector?

The draft Public Service Stability Agreement contains a commitment to a comprehensive examination of underlying difficulties in recruitment and retention in certain sectors where difficulties are clearly evident, including the health sector. Submissions are to be made to the Public Service Pay Commission and the exercise is due to be completed by end 2018.

3. What is D/PER doing about recruitment and retention of nurses?

The agreement reached at the WRC on 4 March 2017 with the INMO and SIPTU provides for increasing the nursing and midwifery workforce in 2017 through a broad range of initiatives that provide for 1,208 additional permanent posts. A number of measures had already been taken recently, which include an increase in pay for student nurses, additional pay for nurses taking on certain tasks from doctors, and restoration of incremental credit for the 36 week placement undertaken by fourth year student nurses.