

27 April 2017

Mr Tony O'Brien  
Director General  
Health Service Executive  
Dr Steevens Hospital  
Dublin 8

**Re: Delivery of 2017 Nursing and Midwifery Funded Workforce Plan**

**Written Direction under Section 10 of the Health Act 2004**

Dear Tony

I refer to the agreement reached with the INMO and SIPTU Nursing unions on measures to improve nursing and midwifery staffing levels and the recruitment and retention of nurses and midwives.

**1. 2017 Funded Nursing and Midwifery Workforce Plan**

Under this agreement, a commitment was given to deliver the 2017 funded nursing and midwifery workforce plan contained in management proposals dated 8<sup>th</sup> February 2017, including 1,208 additional posts, which can be broken down as follows:

Additional Midwives under National Maternity Strategy	96
Emergency Department new posts	107*
Emergency Department vacant posts	75
Acute Hospital Service Development posts	74
Advanced Nurse Practitioner with Candidate backfilling	120
<u>Agency Conversion (funded from Agency reduction)</u>	<u>736 **</u>
Total	1,208

\* Final figure subject to confirmation in ED WRC process

\*\* In accordance with the WRC proposals dated 4<sup>th</sup> March, in order to generate the funding for these posts through savings on agency expenditure, agency conversion to be maximised where possible up to 50% conversion rate.


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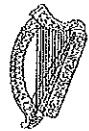


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**An Roinn Sláinte**    **Department of Health**  
Teach Haicín            Hawkins House  
Baile Átha Cliath      Dublin  
D02 VV90                D02 VV90

Fón/Tel (01) 636 4148  
R-phost/Email [ministeroffice@health.gov.ie](mailto:ministeroffice@health.gov.ie)  
Suíomh Gréasáin/Web [www.health.gov.ie](http://www.health.gov.ie)

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The management proposals also provided that delivery of these posts should be explicitly incorporated into the 2017 Operational Plans for each Hospital Group and Community Healthcare Organisation and implementation managed under the Performance and Accountability Framework. Hospital Groups/Hospitals and Community Healthcare Organisations are to be facilitated in delegating operational responsibility and authority for nursing and midwifery recruitment to Directors of Nursing/ Directors of Public Health Nursing in accordance with the funded workforce plan.

## 2. Ministerial Direction

The object is to fully encompass and give priority to the additional agreed nursing and midwifery posts in the process for implementing and reporting on the 2017 National Service Plan. To facilitate this, I have decided to issue a direction under Section 10 of the Health Act 2004.

Accordingly, I, as Minister for Health, hereby direct, under section 10 (1) of the Health Act 2004, that the 2017 nursing and midwifery workforce plan as provided for in the management proposals, dated 8 February 2017, be prioritised and encompassed in the arrangements for the implementation of the 2017 National Service Plan.

Under section 10(2) of the same Act, I also require the HSE to

- (i) report on the performance of this direction as part of the reporting arrangements for implementation of the 2017 National Service Plan.
- (ii) provide special reports by end June, end September and end December 2017 on recruitment of the above posts. These quarterly reports will be shared with the INMO and SIPTU and lodged with the Workplace Relations Commission.

## 3. High-Level Group

Further correspondence will issue regarding the establishment of a high-level group with representation from the DoH, HSE, INMO and SIPTU to oversee implementation of the various proposals which form part of the agreement.

Yours sincerely

Simon Harris, TD

Minister for Health


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<b>An Roinn Sláinte</b>	<b>Department of Health</b>
Teach Haicín	Hawkins House
Baile Átha Cliath	Dublin
D02 VW90	D02 VW90

Fón/Tel (01) 635 4148  
R-phost/Email [ministersoffice@health.gov.ie](mailto:ministersoffice@health.gov.ie)  
Suíomh Gréasáin/Web [www.health.gov.ie](http://www.health.gov.ie)

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## Health Act 2004

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Directions      **10.**—(1) The Minister may issue general written directions to the Executive—  
from Minister.

(a) for any purpose relating to this Act or any other enactment, and

(b) concerning any matter or thing referred to in this Act as specified or to be specified, or as determined or to be determined, by the Minister.

(2) In addition, the Minister may issue specific written directions to the Executive concerning the submission to the Minister, in such manner and within such period as the Minister may specify, of—

(a) reports on any matter relating to *Part 7* or relating in any other way to the performance of the Executive's functions, even though such reports are the subject of a direction under *subsection (1)*, and

(b) any information or statistics relating to the performance of the Executive's functions.

(3) *Subsections (1) and (2)* are not to be taken to limit a power to issue directions conferred on the Minister by any other provision of this Act.

(4) The Minister may, by written direction, amend or revoke any direction issued by the Minister under this Act.

(5) The Executive shall comply with a direction issued by the Minister under this Act.

(6) The Minister shall ensure that, within 21 days after issuing a direction under *subsection (1) or (4)*, a copy of the direction is laid before both Houses of the Oireachtas.

