

Faxed 27/5/99

FAX

27th May 1999

To: Personnel Officers – Each Health Board

Re: Primary Childhood Immunisation Scheme

Dear Colleague

Agreement has been reached with IMPACT and the INO on Public Health Nurse participation in this programme.

Please find enclosed copies of correspondence outlining the agreement dated 11/12/98 and 13/5/99.

Health Boards should now implement the programme with the complete co-operation of the Public Health Nursing service.

The Department of Health and Children will be in contact with you in relation to the funding implications, if any, of the measures involved in the agreement.

Yours faithfully



Rory Costello

INDUSTRIAL RELATIONS EXECUTIVE

Ml/rc/0425

11th December 1998

Mr Kevin O'Driscoll
National Secretary
IMPACT
Nerney's Court
Dublin 1

Re: Public Health Nurses – Primary Childhood Immunisation Programme

Dear Ms Mrkwicka

I refer to our recent discussions and meetings and set out below the essence of what is agreed between us.

Let me begin by saying that all parties recognise the need for and are committed to a 100% uptake of the Immunisation Scheme. It is accepted that the Public Health Nurses have a key role in achieving maximum uptake. This new structure will be put in place at local and regional level.

Local Level

As a matter of urgency a management team will be put in place under the Chairmanship of the Local General Manager.

The team will consist of:-

- General Manager
- Superintendent Public Health Nurses
- Senior Public Health Nurse with special responsibility for immunisation
- Senior Area Medical Officer

Representatives of the general practitioners and the Public Health Nurses in the catchment area will also attend the meeting of this committee

Regional Level

At regional level a monitoring group will be put in place to evaluate and monitor the implementation of the scheme and to make recommendations to all key shareholders at regional level with the objective of maximising uptake. The group will comprise of the Primary Care Unit Managers, Director of Public Health, Superintendent Public Health Nurses and nominees of the representative associations. The group will be chaired by the Programme Manager or Senior Regional Manager nominated from the region by the C.E.O. The Group will have responsibility for the monitoring of the scheme and will report back to the National Immunisation Advisory Group as required.

It is recognised that the effective implementation of the scheme will require additional time and emphasis on the part of Public Health Nurses. Within existing staffing resources the following measures will be taken to ensure that the expertise of the Public Health Nurse is recognised and utilised.

- 32 posts will be advertised for internal competition for the position of Senior Public Health Nurse with special responsibility for Immunisation. The person appointed will continue to discharge their existing Public Health Nursing duties but in addition, will have a special advisory role to the Superintendent Public Health Nurse and the local Management Team on the Child Immunisation Scheme.
- Current caseloads will be evaluated to ensure no overloading and more effective use of resources. Appropriate clerical support will be provided supplemented by information technology and simplified administrative procedures at local level. It will be a matter for each local Management Team to agree the administrative and information technology arrangements.
- Mobile phones will be provided by each General Manager to each Public Health Nurse on a pool system. This will assist as a Health and Safety aspect of service and it should also enhance the effectiveness of Public Health Nursing. Palm Pilots and/or optical character recognition capability will be used to capture relevant information on the ground.

Training

Appropriate training including training in technology will be provided as required. An appropriate number of educational days will be provided in consultation with the local Management Team.

Insurance to Property of Public Health Nurses

Subject to Public Health Nurses observing the normal safety requirement damage to Public Health Nurses' property when engaged in their duties will be fully compensated by the relevant employing authority.

Working Arrangements

- ★ Public Health Nurse Grades will receive on an ongoing basis 2 additional days in lieu of additional time and commitment required to implement the scheme efficiently and in recognition of working over and above the norm.

It is clearly understood and agreed that all of the above are in full and final settlement of the issues between us and dispose of all outstanding items. Furthermore the above is agreed in the context of a unique set of circumstances and will not be cited or quoted as a precedent.

Yours sincerely,

James Doran
HEAD OF INDUSTRIAL RELATIONS

13th May 1999

To: Mr. Kevin Callinan – IMPACT
Ms. Lenore Mrkwicka – I.N.O.

Re: Public Health Nurses – Primary Childhood Immunisation Programme

Dear Ms. Mrkwicka

Further to our meeting of Thursday 11th March, 1999 we now set out the clarification sought on our letter of 11th December 1998 and subsequent correspondence.

Internal Competition

As proposed 32 posts of Senior Public Health Nurse – special responsibility for immunisation will be advertised. The posts will be allocated on the basis of one per Community Care Area. In essence that will result in a confined competition being held in each Health Board.

Reporting Relationships

Given that the Senior Public Health Nurse – Immunisation will continue to discharge their existing public health nursing duties and carry a caseload they will continue to report to the Senior Public Health Nurse. In their specific responsibilities in relation to immunisation they will have a special advisory role to the Superintendent Public Health Nurse. The Senior Public Health Nurse/Immunisation posts will not be interchangeable with existing Senior Public Health Nurse posts.


Evaluation of Current Contracts

As proposed in our letter of 11th December 1998 “current caseloads will be evaluated to ensure no overloading and more effective use of resources”. We would suggest the evaluation commence from the posts introduction and an assessment take place after 6 months.

Clerical Support

As provided for in our letter of 11th December 1998 "it will be a matter for each local Management Team to agree the administrative and information technology arrangements". In order to expedite matters we will request that each Health Board meet with Public Health Nurse representatives in order to outline their proposals in this regard.

Yours sincerely



Rory Costello

INDUSTRIAL RELATIONS EXECUTIVE

MVjd/0252