



PSYCHIATRIC NURSES' ASSOCIATION

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**Ref: DK/EM**

**Mr. Barry O'Brien  
HR Director, HSE  
Dr. Steevens Hospital  
Dublin 8**

**13/12/12**

Dear Mr. O'Brien,

I am to refer to your announcement re 1000 graduate nurses to be recruited under some new scheme yet to be discussed with this Union. At this point we are only aware of details as published in the press.

Based on what is being published we are shocked that the HSE has deemed it appropriate to:

- Isolate nursing from other health professionals to introduce a scheme which seems 'yellow pack' in nature.
- Treats graduates as interns from the perspective of salary but seeks full staff nurse performance.
- Circumnavigate the Public Service Agreement,
- Pays these honours graduates less than HCA's.

The HSE at the same time want to dispense with the services of Agency Nurses most of whom are on panels awaiting appointment to HSE Posts. Now they will be dismissed and replaced with a cheaper model. What are these Irish Citizens to do - emigrate? Without jobs they will be unable to pay their mortgages etc.

Many of our graduates have contacted us to express their great concern that they as a predominately female graduate workforce are now being treated as second class citizens, just as their mothers and grandmothers have been treated previously.

Many of the mental health graduates are mature persons who have struggled financially to get through their training after incurring significant debt in an attempt to achieve a professional career. They are now devastated to be offered the chance to compete for a 'yellow pack' salary while carrying all of the risks and responsibilities of a staff nurse.

I am now to request an urgent meeting to consider the above.

**Yours sincerely,**

**Mr. Des Kavanagh  
General Secretary**

