



PSYCHIATRIC NURSES' ASSOCIATION

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To: All Branch Secretaries.

Colleagues,

The Special Group on Public Service Numbers and Expenditure Programmes, referred to in the media as 'An Bord Snip' has had its findings published today. Much media speculation over the last number of days has led to growing concern in the membership.

In this case that concern was rightly justified. The report calls for widespread changes in public spending, calls for the introduction of domestic water rates, means testing for all benefit payments and a whole plethora of department amalgamations and public service job cuts.

But it is in Health Spending where PNA members are to be most concerned. The HSE is to shed 6,168 jobs across all aspects of the service. A saving of €1,229.5 million is to be achieved using job cuts and rationalisations.

Existing agreements and custom and practice arrangements, whether agreed with trade unions or not, are recommended to be torn up and new redeployment and reconfiguration arrangements to be put in place.

The PNA is specifically named in the health section of the report as having agreements with the HSE which "are now affecting very significantly the HSE's capacity to reconfigure services and to redeploy its workforce in line with best practice." This is an outrageous allegation which we intend to challenge. Through its long history the PNA has done more to fight for the development and protection of Mental Health Services than any other body including government which has cut spending on an ongoing basis from 13.9% to the present 6.8% of the total health expenditure.

It recommends that:

- That staff now work a seven day roster as part of their working week, (i.e. that Saturday and Sunday now form part of their working week)
- No premium payment to be paid for time between 8am and 8pm.
- The Time and 1/6th payment be ended.
- Overtime rates to be reviewed.
- Unnecessary demarcation between grades be ended, (i.e. that nurses can carry out some duties normally done by NCHD's and that HCA's to do work that is currently done by Nurses.)
- Allowance that are a result of third party agreements or custom and practice with the services (e.g. Location allowances and specialist qualification allowances) be withdrawn.

- Compulsory redeployment for staff.
- Redundancies.
- 6,168 posts done away with by the end of 2010.
- All bonus payments to staff to cease.

Attached to this mailing are the relevant Health Sections from Part 1 and Part 2 of the report and a Preface to the Documents. Also see text of Minister's statement. However this report should be read in full. Please see attached links to full report.

Des Kavanagh, General Secretary commenting on the report warned government that any attempt to withdraw payments or allowances to nurses which were given as part of the settlement of the 1999 nurse's dispute in lieu of basic pay entitlement will be met by outright opposition from the PNA.

