



Mr. Charis Georgiades
Minister of Finance
Ministry of Finance
Michael Karaoli & Gregori Afxentiou
1439 Nicosia
Cyprus

7 October 2013

Dear Honourable Minister,

We are writing concerning your Government's intention to make cuts to the current collective rights of nurses in Cyprus regarding shift and holiday allowances.

Ioannis Leontiou, President of the Cyprus Nurses and Midwives Association (CYNMA) and Board member of the International Council of Nurses (ICN), has brought this matter to our attention.

On behalf of the 135 National Nurses Associations representing some 16 million nurses belonging to ICN we urge you to reconsider your position.

Nurses and midwives have already been subjected to austerity measures as a result of the 2008 financial crisis. The continued recession has placed increasing pressure on health services resulting in the allocation of fewer resources, reducing nursing positions which have a detrimental impact of the provision on safe quality patient care.

The evidence is clear that reductions in the number of nurses on a ward result in more errors in care¹, increased failure to rescue², and less provision of care³. In short, the proposed actions will place Cypriot citizens at increased risk. In addition, emergency admissions are higher when there are fewer registered nurses⁴ and nurses are likely to suffer more injuries and stress, exacerbating staffing problems and costs⁵; without a doubt decreasing the efficiency and effectiveness of your health system.

We ask that before your Government takes any further action to reduce the working conditions of nurses, which will only result in more negative patient outcomes and diminished nurse morale, you initiate a thorough discussion with leadership of the PASYDY Branch Union of Nurses regarding these issues.

**International
Council of Nurses**

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Nurses are a vital resource without whom no health care system can function. Do not take actions that will only result in more burn out, less productivity and exacerbate an already difficult situation.

Yours sincerely,



David C. Benton
Chief Executive Officer
International Council of Nurses

c.c. Mr. Ioannis Leontiou, President, Cyprus Nurses and Midwives Association (CYNMA) and Board member of the International Council of Nurses

- ¹ McGillis Hall L, Doran D, Pink GH. Nursing staffing models, nursing hours and patient safety outcomes. *J Nursing Administration*. Jan 2004; 34(1):41-45.
- ² Griffiths P, Jones S, Bottle A. Is "failure to rescue" derived from administrative data in England a nurse sensitive patient safety indicator for surgical care? Observational study. *Int J Nurs Stud*. Feb 2013; 50(2):292-300.
- ³ Kalisch B, Tschannen D, Lee H. Does missed nursing care predict job satisfaction? *J Healthc Manag*. Mar-Apr 2011;56(2) :117-131; discussion 132-133.
- ³ Kalisch BJ, Tschannen D, Lee KH. Do staffing levels predict missed nursing care? *Int J Qual Health Care*. June 2011; 23(3):302-308.
- ⁴ McHugh M. The effect of hospital nursing on 30-day readmission among Medicare patients with heart failure, acute MI and pneumonia. *Medical Care*. 2013;51(52-59).
- ⁵ Clarke SP, Sloane DM, Aiken LH. Effects of hospital staffing and organizational climate on needlestick injuries to nurses. *Am J Public Health*. July 2002;92(7):1115-1119.
- ⁵ Patrician PA, Loan L, McCarthy M, et al. The association of shift-level nurse staffing with adverse patient events. *J Nurs Adm*. Feb 2011;41(2):64-70.