



11th August 2023

**Instruction to all Clerical Admin / Managerial Members of Fórsa in the health service
(HSE, Public Voluntary Hospitals, Disability and Other Specialist Health Agencies)**

Dear Member,

Following the recent ballot for industrial action up to and including strike action, which was conducted under union Rule 26.

Members are hereby instructed that as from normal starting time on 4th September 2023., until further notice from the union, you should:

- Not undertake tasks, functions or responsibilities associated with any vacant post.
- Not carry out the duties of a higher grade and strictly adhere to the rules and procedures governing your post.
- Boycott all engagement in relation to HSE Health Regions also known as Regional Health Areas.
- Not engage or attend any working groups, planning, restructuring, consultation, scoping, discussion meetings / forums in relation to all change programs underway across the HSE and / or Section 38's. (e.g. RHA's, HSPA, NiSRP)
- Not engage or participate in any meetings in relation to the further roll out of the IFMS change program this is to include the roll out of implementation group 2, 3, 4 and 5.
- Not return national information / data returns e.g., KPI's, A&E Stats, Delayed discharges, monthly activities etc. (this includes non-engagement in online forums and / or teleconference in relation to same)
- Not engage with Finance and HR Information processes (this includes non-engagement in online forums and / or teleconference in relation to same)
- Not cooperate with regulatory bodies e.g., HIQA.
- Withdrawal from all national committees.
- Not engage with, meet, report to, or provide any information to external private consultants or HSE advisors.
- Not participate or engage with performance achievement / management.
- Not engage with all political forums and / or processes (PQ's etc).
- Not engage with any proposals in relation to the extended working week.

This industrial action will commence following a secret ballot of members in line with the 1990 Act and in accordance with the legislation members are protected by the union when engaging in industrial action.

Employers have been notified of this action in accordance with the agreed dispute resolution Code of Practice.

In case of any doubt or other query you should seek direction from your local Branch representative. Each Branch is constituting a Disputes Committee to manage the conduct of the dispute for its duration. Other phased action is being considered should there be a requirement to escalate this dispute.

In order to bring about a speedy resolution to this dispute all affected members are reminded that they must comply with union instructions related to this dispute.

Thank you for your cooperation.



Ashley Connolly,
National Secretary

- RHA – Regional Health Areas
- HSPA - Health System Performance Framework
- NiSRP – National Integrated Staff Records and Pay Program