



19th October 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,

Since we commenced our industrial action on the 6th October members have shown their strength and solidarity by working together to defend the role of clerical admin / managerial grades. We have been inundated with reports of great activity on the ground with members adherence the instruction as set out.

There appears to have been some reports of confusion or uncertainty about the scope of the current instructions to members. Let me try to make it clear. All Fórsa members regardless of grade are covered by the instructions.

There should be **no** co-operation at any level with arrangements relating to the reporting information comprehended by the instruction.

If it is your role to collate data and / or statistics, members can continue to collate this data, but the instruction is clear this is **not** to be returned.

In addition to the previous instruction (dated 11th August 2023 and in operation since 6th October 2023 actions listed below), we hereby inform members of the escalation of this dispute from Friday 27th October 2023.

From this date members are instructed that from normal starting time on **Friday 27th October 2023**, until further notice

- Members should decline, unless normally rostered, to work over weekends and / or bank holidays.
- Members should not use their work allocated mobile phone outside of their normal working hours unless it is for emergency purposes.
- Members should not take direction or report to an agency worker from Grade V or above.
- Members should not work outside their agreed contract working hours unless in receipt of agreed overtime rates (this does not include flexi time).
- Members in the eastern region where IFMS has been implemented should continue to carry out their roles and functions. They should not cooperate or engage in relation to the further roll out of this program or any new functionality beyond what has been implemented as of 19th October 2023.
- Members working across the IFMS should not cooperate with any external agency in relation to IFMS workload.
- Members should not engage in communications with the CTTO and CISO Office.
- Members should not cooperate with HealthIrl Computer Domain Migration Project and /or other reform projects.

Instruction in operation since 6th October 2023

- 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 including 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, RHF's etc).
- Not engage with any proposals in relation to the extended working week.

Other phased action will commence the week of the 13th November 202. Members in various locations each day will be instructed not to answer telephones, work mobile phones and respond to emails for specific times throughout the day. We will notify members of the exact location and time closer to this date.

The week of the 27th November 2023 members in various locations, will participate in organised rolling lunchtime protest. These will be rolling around the country on separate dates.

In case of any doubt or other query you should seek direction from your local Branch representative.

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,
Head of Health & Welfare Division.

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