



FAQs – South Dublin County Council Outsourcing Dispute

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Issued: Thursday 20th March

Fórsa members in South Dublin County Council will take industrial action as the next step in the dispute in relation to the unilateral decision by management to outsource legal services and related matters. Members working in the local authority sector voted for action by over 92% to give Fórsa a mandate.

This follows the abject failure of management to engage meaningfully in the resolution of the dispute, despite Fórsa raising the matter through the state third party mechanisms.

The initial industrial action will commence from Monday 24th March 2024.

What is the problem ?

South Dublin County Council have breached the Public Services Agreement 2024-2026 by unilaterally deciding to extend an interim agreement on outsourcing put in place to address and clear a back log within the Legal Service Dept.

Members voted to approve industrial action on this issue and related matters.

What does related matters mean?

Related matters means that this is not the only breach that has happened. Fórsa has sought engagement in relation to other services which have been outsourced by management without going through due process. Fórsa sought these issues to be addressed after members raised concerns with the branch representatives.

So, what's the problem?

There is no meaningful engagement by management in resolving these matters or any willingness to hire direct labour to deliver services in-house. Management have demonstrated that their preferred option is to outsource. This is removing job opportunities within the local authority for our members, and it is privatisation by stealth of vital local public services.



Who is encompassed under the action?

All members of Fórsa working in South Dublin County Council, regardless of grade.

What form does this industrial action take?

It is a non-cooperation action. Members have been instructed not to engage with a range of stakeholders.

What is covered?

The following is encompassed by the industrial action and should not be undertaken:

- Withdrawal of all engagement with South Dublin County Councillors including the use of all emails, phones and attendance by our members at Council meetings, MD meetings and Committees involving Councillors.
- Non engagement or attendance at any working groups, planning, restructuring, consultation, scoping, discussion meetings / forums in relation to all change programmes concerned with outsourcing;
- Non engagement with external private consultants or companies relating to outsourcing which means our members will not meet, report to, or provide any information to said private consultants or companies;
- Not to undertake tasks, functions or responsibilities associated with any vacant post;
- Not to carry out the duties of a higher grade and to strictly adhere to the terms, conditions and level of responsibility of the substantive post;
- Not to participate or engage with performance achievement / management processes;
- Participation by the members in lunchtime protest(s) in support of the dispute (notification of which will be submitted).

Who should we refrain from engaging with?

South Dublin County Councillors, private companies and consultants concerned with outsourcing.

What should members say to public reps?

We would encourage members to explain/reiterate the legitimacy and necessity of the action. Advise elected representatives to contact the Chief Executive to resolve the dispute.

We intend on writing to Councillors outlining our dispute and requesting their support.



Will there be further action?

Yes. There will be further escalation of the industrial action if the employer fails to engage with us in order to resolve the dispute.

What is seen as the solution to the dispute?

The delivery by SDCC of proper and meaningful engagement around negotiations on the matter in dispute and a jointly agreed local protocol to be implemented in advance of any further attempts by management to outsource service delivery.

I'm not a member of Fórsa, what should I do during the dispute?

Have you thought about joining the union? Your colleagues are fighting hard for your rights. The more people who join, the more strength we have. It's never been [easier to join Fórsa](#).

Once your membership has been ratified, you must follow the work to rule instruction.

I have some more questions, not answered above. Who do I contact?

You should contact your local branch. If you are unsure of who to contact, please contact your closest Fórsa office:

- Dublin Head Office: 01 8171500 email: localgovernmentinfo@forsa.ie