



Mr K Galligan
Personnel Officer
DAFM
Agriculture House
Kildare Street
Dublin

13th September 2018

Dear Kevin,

Agricultural Laboratory Attendants

I am writing to inform you that prior to the Department commencing a process to fill new Specialist Laboratory Attendant posts it is essential that full engagement with Fórsa takes place on the following issues:

1. The applicable revised salary scales
2. The new job descriptions
3. The new personal specification
4. Confirmation of all applicable allowances
5. Arrangements for dealing with unsuccessful applicants
6. Arrangements for dealing with staff who may choose not to apply for posts in the confined competition

The arbitration reports require both parties to engage on the construct of the grade and the duties, this must include discussion of what allowances are to be paid to staff to ensure that candidates have certainty as to the terms and conditions of the new posts.

The refusal by the Department to engage with Fórsa on these issues is a serious breach of the normal industrial relations process. The correspondence issued by the Department stating that if staff do not apply for the new posts they will be reassigned/redeployed and that payment of allowances will cease should be withdrawn pending further discussion.

If the Department attempts to fill any new Specialist Lab Attendant posts without the agreement of Fórsa on the issues outlined above we will immediately serve formal notice of the commencement of official industrial action up to and including strike action by all affected members within each of the RVLs and the Backweston Campus.

In accordance with the terms of the Public Service Stability Agreement we are referring this matter to the Oversight Body for resolution and we will commence briefing our members accordingly.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Andy Pike', written in a cursive style.

Andy Pike
National Secretary
Civil Service Division

CC Shay Cody, Fórsa Senior General Secretary
Tom Geraghty, Fórsa General Secretary
Fórsa Civil Service Divisional Executive
FGE Branch Executive