



IMPORTANT NOTICE

TO: Fórsa members employed by Tusla

FROM: Chris Cully, Assistant General Secretary, National Health Office

RE: Suspension of Work to rule industrial action.

DATE: 10th May 2024

Dear Fórsa Member,

I write to update you on developments in our current dispute with your employer regarding its withdrawal of the Job Evaluation Scheme for clerical admin members in grades III to VI.

You will recall that last October you voted overwhelmingly by 97.7% in favour of taking industrial action in furtherance of this dispute. That industrial action commenced on 23rd October last year in the form of a 'work to rule' and has remained in place since then.

During this time the union has been working in the background to try and make progress. We brought the case back to the Workplace Relations Commission on 4th December 2023 but no resolution was found. We then referred the case to the Labour Court in an effort to win back your job evaluation scheme. That hearing by the Labour Court took place on the 29th April 2024. The decision of the Labour Court will issue to the union within the next number of weeks. I will of course update members of the outcome when it is known.

In the meantime, the disputes committee of Fórsa met yesterday to consider a further request from your employer to suspend our industrial action given that the Court hearing has concluded. The disputes committee has decided that suspension of our current industrial action is appropriate in the circumstances. **Consequently, members are advised by the union that as of the above date our current industrial action is suspended whilst we await the decision of the Labour Court.** We will be informing Tusla Employee Relations of this decision also.

However, please be aware that the suspension of the 'work to rule' industrial action must not be taken as a white flag for some managers to load you with additional work above and beyond your existing job. The principle of '*one person one job*' must still be

respected and observed. If you experience any difficulties in this regard please contact your local representative for advice and support.

I want to take this opportunity to thank each and every one of you for your co-operation with the industrial action. It is your collective commitment to holding strong on the issue that kept the necessary pressure up and shined a continued light on the issue. This in turn has enabled me as your union official to have the case before the Labour Court for the third time in an effort to win for you.

I will be in touch again when I receive the Labour Court findings.

Many thanks,
Yours sincerely,

Chris Cully
Assistant General Secretary
National Health Office.