



Memo

To: Chief Executive Officer
Each Regional Executive Officer
Each National Director
Each Assistant National Director HR
Each Assistant Chief Finance Officer
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHO
Each Head of HR CHO
Head of HR, PCRS
Each CEO Section 38 Agencies
Each HR Manager Section 38 Agencies
Each Employee Relations Manager
Each Group Director of Nursing & Midwifery
Each Group Director of Midwifery
Each Clinical Director
Director National Ambulance Service

From: Anne Marie Hoey, Chief People Officer

Date: 3rd July 2024

Subject: HR Memo 031/2024 – Forsa Dispute - Filling of vacancies of in Clerical Admin/Managerial in HSE and Section 38s

Dear Colleagues,

The attached proposal, which was accepted by both parties under the auspices of the WRC, resulted in a suspension of the industrial action being taken by FORSA grades within the Clerical Admin/Management category on the 6th February 2024.

The HSE continue to engage with FORSA through the WRC process in developing a Framework Agreement. However, during the course of the most recent discussions, the staff side have cited breaches of the provisions of the accepted proposal.

I would therefore bring to your attention again, the document outlining the principles that were agreed, and ask that they are adhered to in all circumstances, with particular regard for Point 12 *'The HSE accept that Staff are required to work their contracted hours only and discharge the function of a post commensurate with their grade. Adhering to the principle of 'one person, one job' the HSE agree that staff are not required to take on the work of a vacant post in addition to their own work. However, with consultation and agreement priority tasks may be allocated'*.

Please ensure the principles of the proposal are implemented within your area of responsibility in order to avoid any further dispute, either locally or nationally.

Yours sincerely,



Anne Marie Hoey
Chief People Officer